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Report of the 1981 APA Salary Survey

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INTRODUCTION

Each year, the American Psychological Association (APA) receives many requests for information concerning salaries for psychologists. In order that up-to-date and detailed information be available to answer these requests, APA initiated a special survey of its membership. APA's 1981 Salary Survey was the first survey specifically designed to collect salary data that could be analyzed and disseminated in a timely manner.

This report describes current salaries for APA members employed in a variety of roles and settings. This information should be useful to APA members, students, government agencies, and others, such as employers and prospective employers who want to pay psychologists a competitive salary. The data reported here represent salaries for individuals who are employed full time (i.e., at least 35 hours per week). These data do not represent total annual income. Many psychologists have additional sources of income from other professional activities (such as part-time private practice, consulting, and so forth). The issue of additional income is regularly addressed in other APA surveys and was not included in the 1981 Salary Survey.

Method

The 1981 Salary Survey was mailed on April 1, 1981, to a random sample of 20,000 U.S.-resident APA members who were presumed to be employed full time (i.e., at least 35 hours per week). The 1981 APA Directory Survey had included an optional question on employment status; the sample of 20,000 was drawn from the population of 31,664 members who had indicated full-time employment. The one-page Salary Survey questionnaire (see Appendix) asked for the following information from respondents who were currently employed in a full-time (i.e., at least 35 hours per week) salaried position: current major field, highest degree, year of highest degree, total years of work experience, employment setting, type of position, full-time salary, whether the salary was on a 9-10 month or 11-12 month basis, and whether the primary source of the salary was fee-for-service (e.g., direct reimbursement, third-party payment, consultation contracts, etc.). A return date of April 30 was requested and a postage-paid envelope was provided for the respondent's convenience. The survey was anonymous, and there was no follow-up mailing to non-respondents.

A total of 13,093 completed questionnaires (65.5%) were returned. There were 1,003 respondents who indicated they did not currently have a salaried employment position in which they were employed at least 35 hours per week; an additional 285 respondents were excluded from further analysis because salary, type of position and/or highest degree (doctorate or master's) was not indicated. Thus, the data in this report are based on a total of 11,805 responses or 59.0% of the sample.

Organization of This Report

The report is divided into 14 sections, each describing salaries for a particular type of position. The sections are as follows:

A. Faculty Positions
B. Educational Administration
C. Research Positions
D. Administration of Research
E. Direct Human Services (Clinical Psychology)
F. Direct Human Services (Counseling Psychology)
G. Direct Human Services (School Psychology)
H. Direct Human Services (Other Psychology)
I. Administration of Human Services
J. Applied Psychology Positions (Industrial/Organizational Psychology)
K. Applied Psychology Positions (Other Psychology)
L. Administration of Applied Psychology
M. Other Administrative Positions
N. Other Types of Positions

As may be seen, salaries for "Direct Human Services" are presented separately for clinical psychology, counseling psychology, school psychology, and other psychology (Sections E through H). Similarly, salaries for "Applied Psychology Positions" are presented separately for industrial/organizational psychology and other psychology (Sections J and K). For these types of positions, salary inquiries often refer to these particular subfields of psychology and there were a sufficient number of respondents to make detailed breakdowns possible.

For each type of position, the data are presented separately for doctoral-level and master's-level respondents. For faculty positions (Section A), the salary data are broken down according to academic rank. For all other types of positions (Sections B through N), the salary data are broken down according to total years of work experience: 0-1 years, 2-4 years, 5-9 years, 10-14 years, 15-19 years, 20-24 years, 25-29 years, and 30 years or more. Since many individuals do not join APA until a year or two after they receive their degree, the number of respondents in the "0-1 years" category is relatively small.

Each section contains a brief description of the type of position and two or more tables of salary data. The first table in each section gives a frequency distribution and summary statistics for salaries of doctoral-level respondents. The second table in each section gives the same information for master's-level respondents. The summary statistics include percentiles (90th, 75th, 50th or median, 25th, 10th), mean, and standard deviation. The 90th and 10th percentiles are not given for *Ns* less than 10; the 75th and 25th percentiles are not given for *Ns* less than 5; and no statistics are given when $N = 1$.

For most types of positions, there are a sufficient number of respondents to present summary statistics for specific employment settings. (A complete list of employment settings may be found on the survey questionnaire, see Appendix.) In these cases, the third table in each section presents summary statistics for doctoral-level respondents employed in specific settings, and the fourth table presents similar information for master's-level respondents. The summary statistics for employment settings are also presented according to academic rank or years of work experience; in each case, the median, Q_1 and Q_3 (i.e., the 25th and 75th percentiles), mean, and standard deviation are given. Statistics are not presented where the $\underline{N}$ is less than 5.

For most types of positions, respondents reported 11-12 month salaries, and they are presented in this manner. There are two exceptions to this general rule: respondents in "Faculty Positions" (Section A) and "Direct Human Services (School Psychology)" (Section G) most frequently reported 9-10 month salaries, and the data are presented accordingly.

There are three final observations regarding the data in this report. First, the number of respondents in some categories is very small, and the statistics reported should be interpreted with caution. Second, the salary data in this report are nation-wide; for specific geographic locations where the cost of living significantly differs from the national average, the average salaries would be expected to vary accordingly. Finally, there are many factors that determine an individual's salary, and positions with the same salary may differ with regard to opportunities for earning additional income. For these reasons, the salary data presented here are not intended as definitive; rather, these data represent the range of current salaries paid to a national sample of APA members.

A. FACULTY POSITIONS

The largest percentage of respondents to the 1981 Salary Survey (36.3%) were employed in faculty positions. These positions include teaching, research and other activities appropriate to the particular academic setting, including being chair of a department. Table A.1 describes salaries for 4,178 doctoral-level faculty, and Table A.2 presents this information for 111 master's-level faculty. The salary data in this section are presented according to academic rank: full professor, associate professor, assistant professor, lecturer/instructor, and other rank.

Individuals from all fields of psychology are employed in faculty positions. At the doctoral level, the subfields most frequently reported by respondents are clinical (25.2%), counseling (9.6%), developmental (8.6%), social (8.6%), educational (8.4%), experimental (8.2%), and industrial/organizational (5.7%). At the master's level, 19.8% of the respondents report clinical psychology as their major field; counseling psychology, educational psychology, general psychology, and developmental psychology each account for approximately 10% of the respondents.

Two-thirds of the doctoral-level faculty are employed in various university settings, with 41.6% being employed in university psychology departments. Additionally, 17.3% are employed in four-year college settings, 10.3% in medical schools, 2.7% in two-year colleges, and 1.0% in professional schools. Table A.3 presents summary statistics for doctoral-level faculty in specific employment settings. The most frequent employment setting reported by master's-level faculty is two-year colleges (36.9%); in addition, 27.0% are employed in university settings and 25.2% in four-year college settings. Summary statistics for master's-level faculty in selected employment settings are presented in Table A.4.

Faculty salaries are typically paid on a 9-10 month basis, and the salary data in the following tables are presented in this manner. (Salaries reported on a 11-12 month basis have been converted to a 9-10 month basis.) However, there are a few settings where faculty salaries are typically paid on a 11-12 month basis; these include university student counseling centers, university research centers or institutes, medical schools, and professional schools. The 9-10 month salaries reported in Table A.3 for these settings may be converted to an 11-12 month basis by multiplying by 11/9.

The median 9-10 month salary is $25,805 for doctoral-level faculty and $20,545 for master's-level faculty.

TABLE A.1

FACULTY POSITIONS -- DOCTORAL LEVEL -- 9-10 MONTH SALARIES

9-10 Month Salary	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	Other Rank
$100,000 or more	2	1	2		
$90,000 to $99,000					
$80,000 to $89,000					
$70,000 to $79,000	3				1
$60,000 to $69,000	3				
$59,000	1	1			
58,000					
57,000	1				
56,000	1				
55,000	3				
$54,000	2				
53,000	5	1			
52,000	6				
51,000	8				
50,000	13	1			
$49,000	17	2			
48,000	15				
47,000	19	1			
46,000	17	1			
45,000	23	1			
$44,000	26		1		
43,000	37				1
42,000	31	1			
41,000	50	6	1		1
40,000	56		2		
$39,000	54	3	2		1
38,000	60	1	1		
37,000	53	10	1		
36,000	75	3	1		
35,000	86	6			
$34,000	115	14	2		
33,000	113	25	2	1	
32,000	98	28	3		1
31,000	109	22	2	1	1
30,000	126	34	6		
$29,000	150	49	10		
28,000	84	43	12	2	
27,000	97	81	16	1	1
26,000	93	86	15	3	3
25,000	114	153	37	3	2
$24,000	47	106	25	2	2
23,000	38	101	43		1
22,000	38	133	59	2	2
21,000	24	110	60	3	3
20,000	21	106	131	7	1
$19,000	8	48	82	2	3
18,000	7	46	121	4	1
17,000	2	16	121	4	
16,000	3	11	68	7	4
15,000		5	31	6	
$14,000	1	2	19	1	2
13,000			6	1	
12,000	1	1	3		
11,000			4	1	1
$10,000 or less	1		2		
N	1,937	1,261	897	51	52
90%	43,000	31,000	25,000	26,800	40,400
75%	37,000	27,000	22,000	24,000	26,000
Median - 50%	32,000	24,000	19,000	19,000	22,000
25%	27,000	21,000	17,000	16,000	18,250
10%	25,000	19,000	16,000	15,000	14,600
Mean	32,755	24,564	20,149	19,863	24,594
S.D.	7,752	5,321	5,622	4,846	11,222
9-10 Month Salary	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	Other Rank

Academic Rank

TABLE A.2

FACULTY POSITIONS -- MASTER'S LEVEL -- 9-10 MONTH SALARIES

9-10 Month Salary	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	Other Rank
$100,000 or more					
$90,000 to $99,000					
$80,000 to $89,000					
$70,000 to $79,000					
$60,000 to $69,000					
$59,000					
58,000					
57,000					
56,000					
55,000					
$54,000					
53,000					
52,000					
51,000					
50,000					
$49,000					
48,000					
47,000					
46,000					
45,000					
$44,000					
43,000	1				
42,000					
41,000					
40,000					
$39,000					
38,000					
37,000					
36,000			1		
35,000	1	1			
$34,000					
33,000	2	1			
32,000	1				
31,000		1			
30,000	1	1			
$29,000	2	1	1		
28,000		1			
27,000		2			
26,000		2			
25,000	3	1	1	1	1
$24,000		3	2		
23,000		2	1		2
22,000	1	1	6		
21,000	3	6	1	1	
20,000		2	3	2	1
$19,000	1	2	1		
18,000		3	8	3	1
17,000			1		2
16,000		1	8	3	1
15,000		1	1	2	1
$14,000			2		
13,000				3	
12,000				1	
11,000			1		
$10,000 or less					
N	16	32	58	16	9
90%	37,400	30,700	24,100	22,200	
75%	32,750	26,750	22,000	19,500	23,000
Median - 50%	27,000	22,500	18,000	16,000	18,000
25%	21,250	20,000	16,000	13,500	16,500
10%	20,400	18,000	14,900	12,700	
Mean	27,688	23,312	19,368	16,812	19,333
S.D.	6,509	4,869	4,535	3,507	3,571

9-10 Month Salary	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	Other Rank

Academic Rank

TABLE A.3

FACULTY POSITIONS--DOCTORAL LEVEL--9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY PSYCHOLOGY DEPARTMENT						
	FULL PROFESSOR	33,000	28,000-38,000	33,419	6,970	397
	ASSOCIATE PROFESSOR	23,500	21,000-26,000	23,723	3,565	520
	ASSISTANT PROFESSOR	18,000	17,000-20,000	18,490	2,468	316
	LECTURER-INSTRUCTOR	19,000	14,500-24,500	19,400	5,030	5
						****
UNIVERSITY EDUCATION DEPARTMENT						
	FULL PROFESSOR	31,000	27,750-36,000	32,019	6,143	262
	ASSOCIATE PROFESSOR	24,000	22,000-26,000	24,636	4,583	173
	ASSISTANT PROFESSOR	19,000	18,000-21,000	19,797	2,998	69
						****
UNIVERSITY BUSINESS SCHOOL OR DEPARTMENT						
	FULL PROFESSOR	35,000	31,000-40,750	36,550	11,371	60
	ASSOCIATE PROFESSOR	28,000	26,000-31,000	28,357	3,533	42
	ASSISTANT PROFESSOR	24,000	22,000-26,000	25,067	11,923	45
						****
UNIVERSITY OTHER ACADEMIC DEPARTMENT						
	FULL PROFESSOR	32,000	28,000-33,250	33,314	7,537	142
	ASSOCIATE PROFESSOR	25,000	22,000-26,000	24,567	3,056	67
	ASSISTANT PROFESSOR	20,000	18,000-22,000	20,152	3,010	59
						****
UNIVERSITY STUDENT COUNSELING CENTER*						
	FULL PROFESSOR	29,000	27,000-34,000	29,783	4,089	23
	ASSOCIATE PROFESSOR	24,500	21,500-26,250	24,286	3,667	14
	ASSISTANT PROFESSOR	20,000	20,000-27,000	22,600	4,169	10
						****
UNIVERSITY RESEARCH CENTER OR INSTITUTE*						
	FULL PROFESSOR	35,000	29,000-41,250	36,000	8,124	22
	ASSOCIATE PROFESSOR	26,500	23,000-28,750	25,917	2,906	12
	ASSISTANT PROFESSOR	20,000	17,000-23,250	20,000	2,981	10
						****
UNIVERSITY, OTHER SETTING						
	FULL PROFESSOR	33,000	29,000-40,000	34,200	7,341	15
	ASSOCIATE PROFESSOR	25,000	21,000-28,000	28,000	11,431	7
	ASSISTANT PROFESSOR	19,000	17,000-22,500	19,600	2,793	5
						****
FOUR YR COLLEGE PSYCHOLOGY DEPARTMENT						
	FULL PROFESSOR	28,000	23,250-32,000	27,966	5,731	236
	ASSOCIATE PROFESSOR	22,000	20,000-24,000	21,784	3,292	204
	ASSISTANT PROFESSOR	17,000	16,000-19,000	17,892	7,473	139
	LECTURER-INSTRUCTOR	16,000	13,000-22,500	17,400	5,128	5
						****
FOUR YR COLLEGE EDUCATION DEPARTMENT						
	FULL PROFESSOR	29,000	25,000-32,500	29,448	6,305	29
	ASSOCIATE PROFESSOR	24,000	20,000-28,500	24,095	4,753	21
	ASSISTANT PROFESSOR	19,000	17,500-21,500	19,444	2,186	9
						****

(CONTINUED)

TABLE A.3 (CONTINUED)

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1-Q3	MEAN	S.D.	N
FOUR YR COLLEGE BUSINESS SCHOOL OR DEPT						
	FULL PROFESSOR	32,000	25,000-40,000	33,333	9,158	6
	ASSOCIATE PROFESSOR	30,000	25,000-35,000	29,714	5,122	7
	ASSISTANT PROFESSOR	22,000	19,500-24,750	22,000	2,673	8
						****
FOUR YR COLLEGE OTHER ACADEMIC DEPARTMENT						
	FULL PROFESSOR	27,000	23,250-30,000	26,600	3,596	10
	ASSOCIATE PROFESSOR	24,000	20,500-30,500	25,154	5,814	13
	ASSISTANT PROFESSOR	19,000	16,000-20,000	20,000	6,812	11
						****
FOUR YR COLLEGE, OTHER SETTING						
	ASSOCIATE PROFESSOR	21,000	17,000-24,000	21,000	3,847	4
						****
TWO YEAR COLLEGE						
	FULL PROFESSOR	27,500	24,250-31,000	28,308	4,881	52
	ASSOCIATE PROFESSOR	24,000	19,000-28,000	23,826	5,516	23
	ASSISTANT PROFESSOR	18,000	16,500-21,000	18,529	3,693	17
	LECTURER-INSTRUCTOR	20,000	18,000-26,000	21,467	4,941	15
						****
MEDICAL SCHOOL, PSYCHIATRY DEPARTMENT*						
	FULL PROFESSOR	38,000	33,000-43,000	40,289	11,867	83
	ASSOCIATE PROFESSOR	29,000	25,000-33,000	29,313	6,127	83
	ASSISTANT PROFESSOR	22,000	20,000-25,000	23,238	5,285	105
	LECTURER-INSTRUCTOR	20,000	16,500-23,500	19,596	4,035	9
						****
MEDICAL SCHOOL, OTHER DEPARTMENT*						
	FULL PROFESSOR	39,500	32,250-43,750	37,028	7,832	36
	ASSOCIATE PROFESSOR	29,000	25,000-34,000	30,053	6,375	38
	ASSISTANT PROFESSOR	22,500	19,750-26,000	23,200	5,247	66
	OTHER RANK	16,000	14,000-20,000	16,857	4,634	7
						****
PROFESSIONAL SCHOOL*						
	FULL PROFESSOR	30,000	25,000-33,250	30,000	7,647	22
	ASSOCIATE PROFESSOR	23,000	19,500-27,000	24,000	6,137	13
	ASSISTANT PROFESSOR	18,000	16,000-21,250	18,833	3,371	6
						****

*THESE SETTINGS TYPICALLY PAY THEIR FACULTY SALARIES ON A 11-12 MONTH BASIS. THEREFORE, THE 9-10 MONTH SALARIES REPORTED HERE MAY BE CONVERTED TO 11-12 MONTH SALARIES BY MULTIPLYING BY 11/9.

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE A.4

FACULTY POSITIONS--MASTERS LEVEL--9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	ACADEMIC RANK	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY PSYCHOLOGY DEPARTMENT						
	ASSOCIATE PROFESSOR	22,000	18,500-24,500	21,600	3,209	5
	ASSISTANT PROFESSOR	19,000	16,000-23,000	19,727	3,379	11
						****
FOUR YR COLLEGE PSYCHOLOGY DEPARTMENT						
	ASSOCIATE PROFESSOR	23,000	18,000-27,000	22,636	4,886	11
	ASSISTANT PROFESSOR	16,000	15,000-20,000	16,889	3,516	9
						****
TWO YEAR COLLEGE						
	FULL PROFESSOR	29,000	22,000-33,000	29,364	6,816	11
	ASSOCIATE PROFESSOR	24,000	21,000-29,000	24,909	5,108	11
	ASSISTANT PROFESSOR	18,000	16,500-20,000	18,917	3,801	12
	LECTURER-INSTRUCTOR	16,000	13,000-20,000	16,286	3,147	7
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

B. EDUCATIONAL ADMINISTRATION

Educational administration includes college or university administrative positions (such as president, provost, dean), although these individuals may also have a faculty appointment. Department chairs are not included in this category. These positions also include school district superintendents or other administrative positions related to education. Table B.1 presents salary data for 286 doctoral-level respondents; similarly, Table B.2 presents this information for 47 master's-level respondents. The data in this section, as in all subsequent sections of this report, are broken down according to total years of work experience.

The most frequently reported subfields for doctoral-level respondents include educational psychology (20.3%) and school psychology (17.1%); however, respondents from almost any major field in psychology may be found in educational administration. Doctoral-level respondents are most likely to be employed in university administrative offices (25.5%), school system district offices (17.8%), or four-year college administrative offices (11.9%). Salary information for doctoral-level respondents in these and other settings is presented in Table B.3.

More than half of the master's-level respondents in educational administration report their major field as school psychology, and 29.8% of these individuals are employed in school system district offices. Because of the small number of master's-level respondents, salary information for specific employment settings are not reported for these individuals.

For educational administration, the median 11-12 month salary is $35,875 for doctoral-level respondents and $28,333 for master's-level respondents.

TABLE B.1

EDUCATIONAL ADMINISTRATION -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000							1	3
$60,000 to $69,000				1			1	2
$59,000								
58,000					1	1		1
57,000								
56,000								2
55,000					2		1	
$54,000								
53,000							1	1
52,000						1		1
51,000				2	1		2	2
50,000					2	2	1	1
$49,000						3		
48,000					1	2	3	
47,000					4		1	
46,000					2	1		1
45,000					1	1	2	1
$44,000					2		2	1
43,000					2		2	2
42,000				1	3		2	2
41,000					1	1	1	3
40,000					1	2	3	
$39,000				1	2	3	4	2
38,000			2	6	4	3	4	2
37,000			1	4	4	1	2	1
36,000			1	4	2	5	1	3
35,000		1	2	3	5	3	1	
$34,000			2	5	2	2	3	2
33,000			1	6	2	2	1	
32,000				2	4	4	1	1
31,000		1	4	3	1			1
30,000				6	4	1	2	1
$29,000			1	4	3			
28,000			3	2	2	1	1	
27,000			3	4				2
26,000			1	3	1	1		1
25,000		1	2	2		2		1
$24,000		3				1		
23,000		1	1					
22,000			2					
21,000			4	1				
20,000					1			
$19,000			1					
18,000				1				
17,000				1				
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		7	31	62	60	43	43	40
90%			36,800	38,000	49,800	49,600	52,200	61,800
75%		31,000	34,000	36,250	44,000	45,000	47,000	51,750
Median - 50%		24,000	28,000	33,000	37,000	36,000	40,000	41,500
25%		24,000	23,000	29,000	32,000	33,000	37,000	36,000
10%			21,000	26,000	29,000	26,600	32,400	27,300
Mean		26,571	28,516	32,855	38,333	38,093	41,930	44,075
S.D.		4,577	5,680	6,996	7,933	8,011	8,683	12,773
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE B.2

EDUCATIONAL ADMINISTRATION -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more						1		
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000						1		2
$49,000					1			
48,000								
47,000								
46,000								
45,000							1	
$44,000								
43,000								
42,000								
41,000								1
40,000								1
$39,000						1		1
38,000								
37,000					1	1	1	
36,000								
35,000					1			
$34,000								2
33,000								1
32,000				1				
31,000					1	1		
30,000							1	1
$29,000								1
28,000		1		1		1		
27,000			1	2	1		1	
26,000			2				1	
25,000			2	2			1	
$24,000			1		1			
23,000			1		1			
22,000			1		2			
21,000								
20,000								
$19,000			1					
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		1	9	6	9	6	6	10
90%								50,000
75%			26,000	29,000	36,000	62,500	39,000	43,250
Median - 50%			25,000	27,000	27,000	38,000	28,500	36,500
25%			22,500	25,000	22,500	30,250	25,750	32,250
10%								29,100
Mean			24,111	27,333	30,000	47,500	31,667	38,000
S.D.			2,472	2,582	9,069	26,824	7,840	7,483
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE B.3

EDUCATIONAL ADMINISTRATION--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY PSYCHOLOGY DEPARTMENT						
	10-14 YEARS	31,000	28,000-33,500	30,800	3,271	5
						****
UNIVERSITY ADMINISTRATIVE OFFICE						
	5-9 YEARS	31,000	29,500-34,500	30,600	4,037	5
	10-14 YEARS	34,500	30,000-44,250	38,000	10,241	10
	15-19 YEARS	39,000	34,000-45,500	39,647	9,226	17
	20-24 YEARS	39,000	33,000-47,500	40,750	8,656	12
	25-29 YEARS	43,500	38,750-48,500	44,000	7,442	14
	30 OR MORE YEARS	52,000	41,000-58,000	51,867	13,979	15
						****
FOUR YR COLLEGE ADMINISTRATIVE OFFICE						
	10-14 YEARS	25,000	18,000-33,000	26,571	7,678	7
	15-19 YEARS	38,000	31,000-43,000	37,200	6,419	5
	20-24 YEARS	36,000	32,000-38,000	35,273	6,857	11
	30 OR MORE YEARS	34,000	26,000-50,000	35,857	11,037	7
						****
SCHOOL SYSTEM DISTRICT OFFICE						
	5-9 YEARS	29,500	26,000-35,750	30,333	5,501	6
	10-14 YEARS	31,500	27,250-35,750	31,167	4,988	12
	15-19 YEARS	35,000	32,000-36,000	33,909	2,982	11
	20-24 YEARS	36,000	33,750-39,500	36,500	3,017	6
	25-29 YEARS	37,000	33,750-39,250	36,500	3,064	10
						****
OTHER EDUCATIONAL SETTING						
	10-14 YEARS	34,000	27,000-34,500	31,400	4,099	5
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

C. RESEARCH POSITIONS

Research positions may involve basic or applied research in any field. These positions include non-faculty research positions in academic settings, or work in a laboratory or research institute in government or private settings. There were 447 doctoral-level respondents and 50 master's-level respondents employed in research positions. Salary information for these individuals is presented in Tables C.1 and C.2, respectively.

At both the doctoral level and the master's level, those employed in research positions represent many different subfields of psychology. At the doctoral level, the most frequently reported subfields are industrial/organizational (13.9%), experimental (12.3%), social (11.9%), and clinical (9.4%).

Individuals in research positions may work in almost any type of setting, including universities and colleges, medical schools, hospitals, clinics, business, or government. The most frequent employment settings for doctoral-level respondents are government research organizations (25.5%), private research organizations (16.1%), university research centers or institutes (9.4%), business or industry (6.7%), other non-profit organizations (4.9%), consulting firms (4.7%), and medical school psychiatry departments (4.5%). Table C.3 presents summary statistics for doctoral-level respondents in these settings. Because of the small number of master's-level respondents, salary data are not presented for selected employment settings.

For research positions, the median 11-12 month salary is $33,219 for doctoral-level respondents and $28,500 for master's-level respondents.

TABLE C.1

RECEARCH POSITIONS -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1				
$90,000 to $99,000								
$80,000 to $89,000						1		
$70,000 to $79,000								
$60,000 to $69,000				1			3	2
$59,000								
58,000				1				
57,000					1	1		
56,000								
55,000								
$54,000								1
53,000				1	1		1	1
52,000						1	1	
51,000					1	1		1
50,000				3	5	3	3	5
$49,000				1		2	2	1
48,000			2		2		3	1
47,000			1		3	1	3	
46,000			1	1	1	3	1	
45,000				4	3	2	2	2
$44,000				1		2		1
43,000		1	2	2	2	1		
42,000			3	2	2	3	1	2
41,000				1	1	1		
40,000		1	6	5	2	5	2	
$39,000			2	2	1	2		
38,000		2	3	2	3	4	1	
37,000			3	6	3			1
36,000		2	4	3	4	1	1	2
35,000			7	6	2	3	3	1
$34,000			7	3		3		1
33,000		2	7	3	2	1	1	
32,000		3	8	9	2		1	1
31,000		2	9	2	3		1	1
30,000		4	7	1	1		2	
$29,000		3	5	1	2			1
28,000		5	5	4	1	1	1	
27,000		5	8					
26,000		1	4	1	1			
25,000		4	10	3	2	1	1	1
$24,000		6	6		1			
23,000	1	7	3					
22,000	1	8	3	3		2		
21,000		4	2	1	1			
20,000		1	7					
$19,000		2	1					
18,000		1	3		1	1		
17,000		3	2	1				
16,000	1	1						
15,000	1	1					1	
$14,000		2	1					
13,000					1			
12,000								
11,000								
$10,000 or less							1	
N	4	71	132	77	55	46	36	26
90%		33,000	40,000	49,200	50,000	50,300	55,700	56,100
75%		29,000	35,000	40,500	46,000	46,000	49,000	50,000
Median - 50%	19,000	24,000	30,000	35,000	38,000	40,000	45,000	45,000
25%		22,000	25,000	31,500	31,000	35,000	33,500	35,750
10%		17,200	20,000	25,000	25,000	27,100	27,100	30,400
Mean	19,000	25,549	30,182	36,753	37,982	40,978	41,806	43,885
S.D.	4,082	6,094	7,082	11,043	9,480	10,380	12,444	9,655
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE C.2

RESEARCH POSITIONS -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000						1		
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000							1	
48,000					1			
47,000							1	
46,000								
45,000								
$44,000						1		1
43,000								
42,000					2			
41,000								
40,000								
$39,000				1				1
38,000					1			
37,000				1				
36,000								
35,000						1		1
$34,000		1			1			
33,000						1		1
32,000								
31,000					1			
30,000		1		1			1	
$29,000			1	1	1			
28,000			2					
27,000					2	1		
26,000						1		
25,000		1	1	1	1	1		
$24,000								
23,000			2					
22,000								
21,000			2					
20,000			2					
$19,000								
18,000	1			1				
17,000								
16,000		3						
15,000			2		1			
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	1	6	12	6	11	7	3	4
90%			28,700		46,800			
75%		31,000	27,250	37,500	42,000	44,000		
Median - 50%		20,500	22,000	29,500	31,000	33,000	47,000	37,000
25%		16,000	20,000	23,250	27,000	26,000		
10%			15,000		17,000			
Mean		22,833	22,333	29,667	32,546	35,714	42,000	37,750
S.D.		8,010	4,658	7,737	9,438	12,592	10,440	4,856
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE C.3

RESEARCH POSITIONS--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY RESEARCH CENTER OR INSTITUTE						
	2-4 YEARS	23,500	20,000-24,250	22,333	2,944	6
	5-9 YEARS	27,000	24,250-32,500	27,125	5,749	16
	10-14 YEARS	28,500	25,750-32,750	29,167	3,764	6
						****
MEDICAL SCHOOL, PSYCHIATRY DEPARTMENT						
	5-9 YEARS	20,500	18,500-26,250	23,400	7,619	10
	10-14 YEARS	29,000	25,000-35,000	29,800	6,140	5
						****
VETERANS ADMINISTRATION HOSPITAL						
	10-14 YEARS	37,000	36,500-39,000	37,600	1,516	5
						****
CONSULTING FIRM						
	2-4 YEARS	24,000	22,500-27,500	24,800	3,114	5
	5-9 YEARS	32,000	28,000-33,000	33,000	6,976	7
						****
PRIVATE RESEARCH ORGANIZATION						
	2-4 YEARS	30,000	24,000-36,000	29,45[illegible]	8,067	11
	5-9 YEARS	35,000	30,750-39,250	35,045	5,420	22
	10-14 YEARS	34,000	32,000-39,000	35,909	6,579	11
	15-19 YEARS	42,000	33,750-50,750	42,000	9,487	6
	20-24 YEARS	39,500	35,000-43,750	43,167	13,624	12
	25-29 YEARS	50,000	35,000-65,000	48,714	19,120	7
						****
GOVERNMENT RESEARCH ORGANIZATION						
	2-4 YEARS	27,000	24,500-31,000	27,750	4,726	16
	5-9 YEARS	30,000	27,000-33,000	29,879	4,628	33
	10-14 YEARS	36,000	32,000-43,000	36,737	6,789	19
	15-19 YEARS	38,500	34,500-47,250	39,611	8,311	18
	20-24 YEARS	44,500	40,000-49,250	43,000	7,093	14
	25-29 YEARS	47,000	43,000-49,500	46,333	3,840	9
	30 OR MORE YEARS	49,000	40,500-50,000	46,000	5,958	5
						****
BUSINESS OR INDUSTRY						
	2-4 YEARS	28,500	22,250-34,750	28,625	6,186	8
	5-9 YEARS	40,000	36,000-45,000	40,333	4,873	9
	10-14 YEARS	46,000	32,000-53,000	43,428	11,802	7
						****
OTHER NON-PROFIT ORGANIZATION						
	15-19 YEARS	43,000	36,000-45,000	39,714	10,641	7
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

D. ADMINISTRATION OF RESEARCH

Positions described as administration of research involve, for example, the management or administration of a research organization or program. Although individuals employed in these positions may be involved in research design, data collection and so forth, their primary responsibility is for the administration of research activities, including the supervision of research personnel. There were 302 doctoral-level respondents and 31 master's-level respondents who described their positions as administration of research, and their salaries are presented in Tables D.1 and D.2, respectively.

Individuals employed in the administration of research may be from any subfield of psychology. The most frequently reported subfields for doctoral-level respondents include industrial/organizational psychology (13.2%), clinical psychology (10.9%), educational psychology (10.6%), social psychology (9.6%), engineering psychology (6.6%), and experimental psychology (6.6%). These individuals are also employed in a variety of settings. For doctoral-level respondents, the most frequently reported settings include government research organizations (25.8%), private research organizations (14.9%), business or industry (8.6%), university research centers or institutes (7.0%), federal government agencies (7.0%), and consulting firms (5.0%); salary information for doctoral-level respondents in these settings is presented in Table D.3. Because of the small number of master's-level respondents who describe their employment as administration of research, salary information is not presented for master's-level respondents in selected settings.

For positions described as administration of research, the median 11-12 month salary is $41,278 for doctoral-level respondents and $42,750 for master's-level respondents.

TABLE D.1

ADMINISTRATION OF RESEARCH --DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more							1	
$90,000 to $99,000				1				1
$80,000 to $89,000							2	
$70,000 to $79,000						1	4	1
$60,000 to $69,000				3	3	2	2	5
$59,000								1
58,000				1			2	
57,000							1	
56,000						1		
55,000						1	1	1
$54,000						1		1
53,000			1	1		1		
52,000			1	1	2		3	1
51,000				1		2	1	2
50,000			1	4	7	8	9	12
$49,000					1	1	1	1
48,000			1		1	1	1	1
47,000			1	1		2	1	
46,000				1	2		2	1
45,000			1	3		3		
$44,000			1	3	1	2	2	
43,000				1	1	2	2	2
42,000			3	4			1	2
41,000			1	3	2	1	1	1
40,000			2	3	3		1	3
$39,000			7	1				
38,000		1	3	2	3	2	1	
37,000				2			1	
36,000			5	5		2	1	1
35,000			2	4	3	2	2	1
$34,000			3	1	1	1		
33,000			4			1		
32,000		3	3	2	1		1	1
31,000			3	1	2			
30,000		1	7	4		1		1
$29,000		2	1	2				
28,000		3	2					
27,000		3	3	1		2	2	
26,000		1		1				
25,000		1	1	3				
$24,000						1		
23,000								
22,000		1	2		1	1		
21,000		1		1				
20,000			2					
$19,000		1						
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		18	61	61	34	42	46	40
90%		32,600	44,800	52,800	56,000	55,700	75,600	62,900
75%		30,500	39,000	45,000	50,000	50,000	57,250	53,500
Median - 50%		28,000	34,000	40,000	43,500	46,000	50,000	50,000
25%		25,750	30,000	33,000	37,250	36,000	42,750	42,250
10%		20,800	27,000	27,400	31,500	27,900	35,000	36,400
Mean		27,778	34,934	40,541	43,853	44,429	51,761	50,275
S.D.		4,440	7,294	11,575	9,614	10,272	15,283	11,646

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE D.2

ADMINISTRATION OF RESEARCH -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000							1	
$70,000 to $79,000								
$60,000 to $69,000			1				1	
$59,000								
58,000								
57,000								
56,000								
55,000								1
$54,000								
53 000						1		
52,000								
51,000						1	1	
50,000							2	
$49,000							1	2
48,000						1		
47,000								
46,000				1				
45,000								
$44,000								
43 000				2				
42,000						2	1	
41,000								
40,000								
$39,000								
38,000								
37,000								1
36,000			1					
35,000				1				
$34,000								
33 000								
32,000				1				
31,000								
30,000		1		1				
$29,000			1	1			1	
28,000						1		
27,000								
26,000			1					
25,000			1					
$24,000								
23,000								
22,000								
21,000								
20,000								
$19 000								
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		1	5	7		6	8	4
90%								
75%			48,500	43,000		51,500	57,750	
Median - 50%			29,000	35,000		45,000	50,000	49,000
25%			25,500	30,000		38,500	43,750	
10%								
Mean			35,400	36 857		44,000	51,375	47,750
S.D.			14,943	7,010		9,055	14,599	7,890
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE D.3

ADMINISTRATION OF RESEARCH--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY RESEARCH CENTER OR INSTITUTE						
	15-19 YEARS	46,000	31,000-50,000	41,600	9,915	5
	30 OR MORE YEARS	52,000	43,000-62,750	52,833	9,432	6
						****
CONSULTING FIRM						
	5-9 YEARS	42,000	30,000-47,000	39,857	9,191	7
	10-14 YEARS	41,000	33,500-75,000	51,600	24,069	5
						****
PRIVATE RESEARCH ORGANIZATION						
	5-9 YEARS	36,000	29,500-43,500	36,667	8,359	6
	10-14 YEARS	45,000	41,500-50,000	44,889	4,961	9
	15-19 YEARS	50,000	41,000-62,500	51,400	12,641	5
	20-24 YEARS	56,000	49,500-60,000	55,000	5,385	5
	25-29 YEARS	65,000	44,000-80,000	65,182	19,385	11
	30 OR MORE YEARS	40,000	35,000-43,000	39,200	5,762	5
						****
GOVERNMENT RESEARCH ORGANIZATION						
	5-9 YEARS	37,000	33,000-39,000	37,429	5,761	14
	10-14 YEARS	41,000	36,000-45,000	41,000	6,272	19
	15-19 YEARS	50,000	49,000-50,000	49,143	2,853	7
	20-24 YEARS	50,000	43,000-50,000	46,667	5,615	15
	25-29 YEARS	50,000	46,000-50,000	48,300	2,627	10
	30 OR MORE YEARS	50,000	50,000-50,000	49,364	2,461	11
						****
BUSINESS OR INDUSTRY						
	10-14 YEARS	55,500	43,000-63,500	54,167	10,703	6
	25-29 YEARS	52,000	40,000-66,000	53,000	15,000	7
	30 OR MORE YEARS	52,000	45,000-85,500	62,600	21,859	5
						****
FEDERAL GOVERNMENT AGENCY						
	5-9 YEARS	38,500	32,000-39,500	36,833	3,869	6
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

E. DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY)

This section describes the salaries for respondents whose positions may be described as direct human services and who report clinical psychology as their current major field. There were 2,193 doctoral-level respondents and 344 master's-level respondents in this category, and salary data for these individuals are presented in Tables E.1 and E.2, respectively.

These individuals may be employed in a number of different settings, and are most frequently found in hospitals, clinics, and independent practice. At the doctoral level, the most frequent settings reported by respondents include individual private practice (30.2%), community mental health centers or clinics (13.8%), and Veterans Administration hospitals (10.5%). Salaries for doctoral-level respondents in these and 17 other specific settings are reported in Table E.3. At the master's level, respondents are most likely to be employed in community mental health centers or clinics (24.7%), public mental or psychiatric hospitals (19.2%), individual private practice (10.2%), or special health service settings (8.7%). Salaries for master's-level respondents in these and other settings are given in Table E.4.

For the specific settings of individual private practice, group psychological practice and medical/psychological group practice, the primary source of the salary for 98% of the respondents is fee-for-service (e.g., direct reimbursement, third-party payments, and so forth).

For direct human services (clinical psychology), the median 11-12 month salary is $33,774 for doctoral-level respondents and $22,500 for master's-level respondents.

TABLE E.1

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			4	23	12	13	8	8
$90,000 to $99,000			5	2	2	3	6	4
$80,000 to $89,000		1	5	6	7	9	4	4
$70,000 to $79,000		2	18	23	12	20	8	8
$60,000 to $69,000		1	21	33	22	13	16	7
$59,000								
58,000				2		2		
57,000			1	1	2			
56,000		1	2	6	1		1	1
55,000		1	7	4	4	4	1	2
$54,000		1	1		2		2	3
53,000			3	3		1		
52,000		1	7	2	2	1		
51,000		2		2	1	3	1	2
50,000		2	15	25	9	8	9	5
$49,000			2	1	1	2	1	
48,000		1	9	10	5	1	2	1
47,000			1	1	2	1	2	
46,000			1	1			4	1
45,000		4	8	9	11	4	7	
$44,000			1	1	4	1	2	
43,000			4	8	4	1		2
42,000			7	7	5	3	3	6
41,000			1	3	4	3	15	4
40,000		5	22	26	12	26	6	10
$39,000			1	8	4	9	4	2
38,000		2	7	16	11	4	4	3
37,000		2	3	19	5	7	7	
36,000		2	27	20	4	5	7	2
35,000		8	39	29	18	6	6	8
$34,000		4	12	7	5	1	2	2
33,000		9	17	19	4	5	7	2
32,000		21	16	26	3	4	4	1
31,000		2	17	9	7	5	5	3
30,000	1	8	30	29	18	14	11	6
$29,000		5	15	8	3	3	2	
28,000		11	24	13	5	6	1	2
27,000	1	15	31	21	11	5	5	2
26,000		10	27	14	4	2	3	
25,000	1	21	45	12	9	7	2	2
$24,000		25	29	25	8	4	3	1
23,000	1	18	29	8	1	3	1	
22,000	1	20	29	9	3		2	1
21,000	3	23	18	7	2		1	
20,000	7	26	32	8	3	1		2
$19,000	1	10	9	1	1	1		
18,000	1	15	6	4	1	1		
17,000		2	3		1			1
16,000	1	6	1	1	1			
15,000		2				1		
$14,000		1	1					
13,000								
12,000		1		1				
11,000		1						
$10,000 or less		1	3	1				
N	19	295	616	514	254	214	175	108
90%	27,000	35,000	55,000	70,000	75,000	80,000	80,800	90,200
75%	23,000	30,000	37,000	50,000	54,000	60,000	56,000	64,250
Median - 50%	20,000	24,000	30,000	36,000	39,000	40,000	41,000	41,500
25%	20,000	21,000	24,000	29,000	30,000	31,000	33,000	35,000
10%	18,000	18,400	21,000	24,000	25,000	26,500	27,600	28,000
Mean	21,579	26,676	34,088	41,595	44,575	47,729	47,154	50,417
S.D.	3,437	9,448	15,188	19,199	20,017	21,604	20,219	22,535
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE E.2

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1	2			1
$90,000 to $99,000								1
$80,000 to $89,000					1			
$70,000 to $79,000		1			2			1
$60,000 to $69,000				2		1		
$59,000								
58,000								
57,000							1	
56,000								
55,000								
$54,000								
53,000								
52,000				1				
51,000								2
50,000					1		1	
$49,000								1
48,000			1					
47,000								
46,000								
45,000					1			1
$44,000								
43,000								
42,000							1	
41,000				1		2		
40,000				1	1	1	1	1
$39,000								1
38,000								
37,000						1		
36,000						1	2	
35,000				3			1	1
$34,000						1		1
33,000						1		2
32,000				1				2
31,000			1		1			2
30,000			2	3			2	
$29,000			1		1		1	
28,000			1		2	1	3	4
27,000		1	2	11	3	1	5	1
26,000			3	3	2	6	1	2
25,000		1	5	3	4	2	2	1
$24,000		1	4	7	4	1	3	3
23,000		2	5	2	1	2	2	1
22,000		2	8	3	4		1	2
21,000		6	14	2	4	2	2	
20,000		1	12	6	3	2	1	3
$19,000	1	5	5	3	1			
18,000	1	6	7	5		1		
17,000		6	9				1	
16,000		4	5					
15,000	1	7	7		1			
$14,000		5	3					
13,000		5	1					
12,000	2							
11,000		1						
$10,000 or less		1						
N	6	55	96	58	39	26	31	33
90%		23,000	26,000	40,100	75,000	41,000	41,600	64,200
75%	20,750	21,000	23,000	27,000	29,000	34,500	30,000	39,500
Median - 50%	16,500	17,000	20,000	25,000	25,000	26,000	27,000	28,000
25%	12,000	15,000	17,000	20,750	22,000	23,000	24,000	24,000
10%		13,000	15,000	18,900	20,000	20,000	21,000	20,000
Mean	17,000	18,491	20,708	28,000	33,308	28,962	29,000	35,909
S.D.	5,292	8,552	4,827	13,368	21,967	9,215	8,687	19,518
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE E.3

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) --DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY STUDENT COUNSELING CENTER						
	2-4 YEARS	21,500	20,250-22,750	21,500	2,258	6
	5-9 YEARS	23,000	22,000-25,000	23,045	1,963	22
	10-14 YEARS	26,000	23,500-27,000	26,250	4,097	8
	15-19 YEARS	32,000	24,750-38,000	31,833	6,646	6
						****
FOUR YR COLLEGE STUDENT COUNSELING CENTER						
	2-4 YEARS	18,000	16,000-21,000	18,400	3,286	5
	10-14 YEARS	26,500	23,500-37,250	28,667	7,394	6
						****
MEDICAL SCHOOL, PSYCHIATRY DEPARTMENT						
	5-9 YEARS	25,000	24,000-27,500	25,600	2,608	5
						****
OTHER EDUCATIONAL SETTING						
	5-9 YEARS	26,500	22,500-30,500	26,500	4,416	6
						****
PUBLIC GENERAL HOSPITAL						
	2-4 YEARS	24,500	21,000-26,250	24,200	3,458	10
	5-9 YEARS	30,000	25,500-37,000	30,889	5,904	9
	10-14 YEARS	33,500	27,000-36,000	31,800	5,051	10
	15-19 YEARS	30,000	25,500-30,500	28,400	2,881	5
	20-24 YEARS	30,000	26,500-35,000	30,600	4,505	5
						****
PRIVATE GENERAL HOSPITAL						
	2-4 YEARS	24,000	21,000-28,000	24,533	4,794	15
	5-9 YEARS	28,000	26,000-31,000	29,222	5,199	27
	10-14 YEARS	35,000	30,000-39,000	34,091	6,534	11
						****
PUBLIC MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	23,000	20,000-25,000	22,703	3,447	37
	5-9 YEARS	26,000	24,000-28,000	26,232	3,456	43
	10-14 YEARS	29,000	24,000-32,000	28,001	3,803	37
	15-19 YEARS	29,530	27,000-30,750	28,600	3,424	20
	20-24 YEARS	30,000	27,500-31,500	30,222	4,236	9
	25-29 YEARS	30,000	24,750-31,750	29,000	4,504	8
						****
PRIVATE MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	26,000	23,000-28,000	27,150	6,953	20
	5-9 YEARS	31,000	25,750-36,250	33,231	11,560	26
	10-14 YEARS	33,000	27,000-43,000	35,636	10,884	11
	15-19 YEARS	32,000	24,250-76,000	45,500	30,752	8
	25-29 YEARS	36,000	30,000-58,000	42,400	14,673	5
						****
VETERANS ADMINISTRATION HOSPITAL						
	2-4 YEARS	32,000	30,500-33,000	31,094	3,354	32
	5-9 YEARS	35,000	33,000-36,000	34,044	2,142	45
	10-14 YEARS	36,500	35,000-38,000	36,167	4,039	48
	15-19 YEARS	38,000	36,750-40,000	37,731	2,458	26
	20-24 YEARS	39,000	38,000-40,000	38,964	1,575	28
	25-29 YEARS	41,000	39,500-41,000	40,414	3,279	29
	30 OR MORE YEARS	40,000	36,000-41,500	39,190	2,695	21
						****

(CONTINUED)

TABLE E.3 (CONTINUED)

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
INDIVIDUAL PRIVATE PRACTICE						
	2-4 YEARS	37,000	30,000-49,500	39,167	16,042	24
	5-9 YEARS	45,000	34,500-60,000	47,346	19,417	153
	10-14 YEARS	50,000	37,000-65,000	52,838	22,583	179
	15-19 YEARS	50,000	40,000-65,000	53,610	19,396	100
	20-24 YEARS	60,000	40,000-75,000	59,532	23,680	94
	25-29 YEARS	57,000	42,000-78,500	60,609	22,994	64
	30 OR MORE YEARS	61,000	40,500-84,500	62,813	24,083	48
						****
GROUP PSYCHOLOGICAL PRACTICE						
	2-4 YEARS	34,500	26,500-43,000	37,167	16,162	18
	5-9 YEARS	40,000	31,750-51,500	43,118	15,958	34
	10-14 YEARS	45,000	35,500-60,000	49,955	18,385	45
	15-19 YEARS	55,000	31,500-95,750	59,850	29,249	20
	20-24 YEARS	49,000	38,250-73,000	56,563	23,512	16
	25-29 YEARS	46,000	29,500-67,500	49,778	24,929	9
	30 OR MORE YEARS	35,000	25,000-44,000	34,600	10,991	5
						****
MEDICAL/PSYCHOLOGY GROUP PRACTICE						
	2-4 YEARS	34,000	24,250-45,000	34,300	10,995	10
	5-9 YEARS	42,000	35,750-49,500	45,333	15,373	24
	10-14 YEARS	46,500	35,250-54,500	47,786	15,695	28
	15-19 YEARS	50,000	40,000-53,500	48,167	10,452	12
	20-24 YEARS	55,000	30,000-58,000	48,091	15,533	11
	25-29 YEARS	50,000	45,000-66,000	56,778	17,326	9
	30 OR MORE YEARS	54,000	54,000-77,500	63,400	12,992	5
						****
OUTPATIENT CLINIC						
	2-4 YEARS	24,000	20,000-25,500	23,588	4,154	17
	5-9 YEARS	26,000	21,000-35,000	29,240	12,173	25
	10-14 YEARS	30,000	24,000-38,000	30,545	9,048	11
	15-19 YEARS	30,000	24,500-71,500	44,400	32,083	5
	25-29 YEARS	36,000	29,250-40,500	34,917	6,921	12
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	21,000	20,000-23,000	21,127	3,049	55
	5-9 YEARS	25,000	22,000-27,000	24,845	4,769	129
	10-14 YEARS	27,000	24,000-30,000	27,065	5,189	61
	15-19 YEARS	27,500	25,000-33,250	30,200	8,912	20
	20-24 YEARS	29,500	25,500-32,000	29,875	7,410	16
	25-29 YEARS	28,500	25,250-32,750	28,667	4,479	12
	30 OR MORE YEARS	30,000	26,500-30,500	28,800	2,387	5
						****
HEALTH MAINTENANCE ORGANIZATION						
	10-14 YEARS	45,500	33,500-50,000	42,250	9,794	8
						****
NON-UNIVERSITY COUNSELING CENTER						
	5-9 YEARS	22,000	19,000-26,500	25,667	13,518	9
						****
SPECIAL HEALTH SERVICE SETTING						
	2-4 YEARS	19,500	15,500-24,750	21,000	8,340	10
	5-9 YEARS	24,000	20,750-32,250	26,700	7,349	10
	10-14 YEARS	28,000	24,000-30,000	27,000	3,958	7
						****

(CONTINUED)

TABLE E.3 (CONTINUED)

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
OTHER HUMAN SERVICE SETTING						
	2-4 YEARS	27,500	24,000-30,500	27,500	4,637	6
	5-9 YEARS	27,500	25,000-35,250	29,833	8,726	12
	20-24 YEARS	37,500	31,250-40,500	35,667	6,947	6
						****
CRIMINAL JUSTICE SYSTEM						
	2-4 YEARS	27,000	23,000-28,000	25,800	3,420	5
	5-9 YEARS	25,500	23,000-30,000	26,167	3,188	6
	10-14 YEARS	33,000	26,000-35,000	31,000	4,848	5
						****
MILITARY SERVICE						
	2-4 YEARS	25,000	24,250-28,000	25,500	3,338	8
	5-9 YEARS	29,000	26,500-30,250	28,700	5,292	10
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE E.4

DIRECT HUMAN SERVICES (CLINICAL PSYCHOLOGY) --MASTERS LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
PUBLIC MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	17,000	15,750-21,000	18,071	3,872	14
	5-9 YEARS	22,000	20,750-23,750	22,286	2,701	14
	10-14 YEARS	25,000	23,250-27,000	24,643	3,225	14
	15-19 YEARS	24,000	21,500-27,500	24,333	3,082	9
	20-24 YEARS	26,000	23,750-26,250	25,333	1,505	6
	25-29 YEARS	28,000	23,500-32,000	27,800	5,118	5
						****
INDIVIDUAL PRIVATE PRACTICE						
	10-14 YEARS	35,000	25,500-62,500	45,000	25,884	9
	15-19 YEARS	47,500	29,500-81,250	53,875	29,108	8
	20-24 YEARS	40,000	34,000-41,000	39,714	10,404	7
	30 OR MORE YEARS	49,000	39,000-95,000	59,143	26,811	7
						****
OUTPATIENT CLINIC						
	5-9 YEARS	17,000	15,000-24,000	19,000	5,099	5
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	15,000	14,000-19,000	16,267	3,127	15
	5-9 YEARS	19,000	17,000-21,000	18,750	2,817	32
	10-14 YEARS	21,000	18,250-24,500	21,500	3,398	12
	15-19 YEARS	24,000	21,000-25,000	23,454	2,382	11
	25-29 YEARS	23,000	21,000-26,000	23,400	2,881	5
						****
SPECIAL HEALTH SERVICE SETTING						
	2-4 YEARS	18,000	17,000-21,000	18,428	2,149	7
	5-9 YEARS	20,500	18,250-24,750	20,917	4,420	12
						****
OTHER HUMAN SERVICE SETTING						
	5-9 YEARS	20,000	16,750-22,250	19,667	2,732	6
						****
CRIMINAL JUSTICE SYSTEM						
	5-9 YEARS	21,500	19,750-22,750	21,167	2,927	6
	25-29 YEARS	27,000	24,500-28,500	26,600	2,302	5
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

F. DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY)

Salaries for respondents whose positions may be described as direct human services and whose current major field is counseling psychology are described in this section. Table F.1 presents salary information for 345 doctoral-level respondents, and Table F.2 presents similar information for 84 master's-level respondents.

At the doctoral level, respondents are most likely to be employed in university student counseling centers (27.2%), individual private practice (13.3%), Veterans Administration hospitals (11.6%), community mental health centers or clinics (6.4%), group psychological practice (5.8%), and four-year college student counseling centers (4.9%); salaries for doctoral-level respondents in these and other settings are presented in Table F.3. Salary information is not presented for master's-level respondents in specific employment settings because of the small number of respondents.

The primary source of the salary for 98% of the respondents employed in individual private practice or group psychological practice is fee-for-service (e.g., direct reimbursement, third-party payments, and so forth).

For direct human services (counseling psychology), the median 11-12 salary is $26,972 for doctoral-level respondents and $20,900 for master's-level respondents.

TABLE F.1

DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1				1
$90,000 to $99,000				1	1			
$80,000 to $89,000				1		1		
$70,000 to $79,000			1	2				
$60,000 to $69,000			1	3	1		1	
$59,000								
58,000								
57,000				1				
56,000								
55,000				1	1			
$54,000								
53,000								
52,000								
51,000								
50,000				1	1			1
$49,000								
48,000					1	1	1	
47,000			1					
46,000							1	
45,000			3	3		1		
$44,000								
43,000								
42,000					1			
41,000						1	3	1
40,000			3	5	1	2	1	1
$39,000			2				2	
38,000				3		1		
37,000			1	4	2	1	1	
36,000				3	1	2		1
35,000			3	5	2	1		
$34,000			1	1	1			
33,000	1		5	2	1	2		1
32,000			3	4			1	
31,000			1		1	1	2	1
30,000		3	7	3	3	4	3	
$29,000		2	2	3	1	2		1
28,000			4	3	1		2	
27,000	1	4	4	7		1	1	
26,000			2	4	1		1	
25,000	1	3	7	9	6	4		1
$24,000		1	11	7	2			
23,000			9		2	1		
22,000		5	4	4				1
21,000	1	6	5	1	1			1
20,000		7	11	5	1			
$19,000	1	8		1				
18,000	1	6	3	2				
17,000	1	1	3			1		
16,000		1		1				
15,000		2	2			1		1
$14,000								
13,000								
12,000								
11,000								
$10,000 or less		2	1					
N	7	51	100	91	33	28	23	12
90%		28,600	39,000	56,600	53,000	45,300	47,200	85,000
75%	27,000	24,000	30,750	37,000	37,000	37,750	41,000	40,750
Median - 50%	21,000	20,000	25,000	29,000	30,000	30,500	32,000	32,000
25%	18,000	19,000	21,250	25,000	25,000	25,500	30,000	22,750
10%		16,200	20,000	20,200	23,000	22,400	27,400	16,800
Mean	22,857	21,059	27,310	34,088	33,970	33,321	35,956	36,917
S.D.	5,786	4,527	9,455	15,746	14,037	11,932	8,839	22,134
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE F.2

DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY) -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000						1		
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000								
47,000								
46,000			1					
45,000								
$44,000								
43,000								
42,000								
41,000								
40,000				1				
$39,000					1			
38,000			1		1			
37,000							1	
36,000								
35,000								
$34,000								
33,000				1	1	1		
32,000								1
31,000			1	2				2
30,000								2
$29,000			2					
28,000		1	1	1	1		2	
27,000		1		1				
26,000				1		2		1
25,000		1	1				1	1
$24,000				1				
23,000								
22,000				2				
21,000		1	2	2				
20,000			3	3	2		1	
$19,000		2	1	1	1			
18,000			1					
17,000		3	2					
16,000		7	2	1	1			
15,000			3					
$14,000				1				
13,000		1						
12,000		1	1					
11,000								
$10,000 or less				1	1			
N		18	22	19	9	4	5	7
90%		27,100	35,900	33,000				
75%		19,500	28,250	28,000	35,500		32,500	31,000
Median - 50%		16,500	20,000	22,000	20,000	29,500	28,000	30,000
25%		16,000	16,000	20,000	17,500		22,500	26,000
10%		12,900	15,000	14,000				
Mean		18,167	22,182	23,421	24,778	39,250	27,600	29,286
S.D.		4,423	8,347	7,136	10,183	22,081	6,189	2,690

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE F.3

DIRECT HUMAN SERVICES (COUNSELING PSYCHOLOGY) --DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY STUDENT COUNSELING CENTER						
	2-4 YEARS	19,000	18,750-22,000	19,928	2,129	14
	5-9 YEARS	22,000	20,000-24,000	22,368	2,773	19
	10-14 YEARS	25,000	22,000-29,000	26,423	5,405	26
	15-19 YEARS	26,000	25,000-29,500	26,889	3,951	9
	20-24 YEARS	29,500	25,000-33,500	29,500	5,338	10
	25-29 YEARS	31,000	30,000-32,000	31,727	4,197	11
						****
FOUR YR COLLEGE STUDENT COUNSELING CENTER						
	2-4 YEARS	21,000	19,000-24,000	21,400	3,361	5
	10-14 YEARS	24,500	23,000-26,750	25,000	3,899	6
						****
VETERANS ADMINISTRATION HOSPITAL						
	5-9 YEARS	33,000	30,000-35,000	33,071	4,196	14
	10-14 YEARS	36,500	34,250-37,750	35,750	2,417	12
	20-24 YEARS	37,000	34,500-40,500	37,400	3,209	5
						****
INDIVIDUAL PRIVATE PRACTICE						
	5-9 YEARS	29,000	24,500-39,250	30,786	8,210	14
	10-14 YEARS	45,000	31,000-65,000	49,118	25,206	17
	15-19 YEARS	50,000	42,000-60,000	54,000	18,120	7
	20-24 YEARS	30,000	23,500-62,500	40,400	24,255	5
						****
GROUP PSYCHOLOGICAL PRACTICE						
	5-9 YEARS	24,000	21,000-41,500	32,333	23,304	6
	15-19 YEARS	30,500	24,000-36,250	30,333	6,802	6
						****
OUTPATIENT CLINIC						
	5-9 YEARS	31,000	20,000-38,500	29,600	9,990	5
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	18,000	16,000-20,000	17,818	3,219	11
	5-9 YEARS	21,000	18,000-25,000	21,286	3,200	7
						****
OTHER HUMAN SERVICE SETTING						
	5-9 YEARS	20,000	20,000-22,000	20,800	1,789	5
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

G. DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY)

This section presents salaries for individuals whose positions may be described as direct human services and whose current major field is school psychology. Salary statistics for 267 doctoral-level respondents and 246 master's-level respondents are presented in Tables G.1 and G.2, respectively.

More than 90% of these individuals are employed in elementary or secondary schools, school system district offices, or other educational settings. Tables G.3 and G.4 present salary information for doctoral-level and master's-level respondents in these three settings.

Salaries in schools and educational settings for this type of position are generally paid on a 9-10 month basis. Therefore, all salaries in this section are reported on a 9-10 month basis.

For direct human services (school psychology), the median 9-10 month salary is $25,536 for doctoral-level respondents and $23,174 for master's-level respondents.

TABLE G.1

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) -- DOCTORAL LEVEL -- 9-10 MONTH SALARIES

9-10 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1				
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000					1			
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000								
47,000								
46,000				1				
45,000								
$44,000								
43,000								
42,000								
41,000				1	1	1		
40,000								
$39,000								
38,000					2			
37,000								
36,000					1	1		
35,000						2	1	1
$34,000							3	1
33,000				2		1	1	1
32,000				5		4	2	
31,000			4	3	5	1	2	
30,000			3	6	3	2	1	
$29,000			1	4	2		3	2
28,000			1	8	3	5	3	2
27,000			3	4	3	2	2	
26,000			3	6	5	1	1	
25,000			5	8	8	4	2	
$24,000		1	2	1	3	2	1	
23,000			2	3		2		1
22,000		2	5	3	1	1	1	1
21,000		4	5	1	3	1	1	
20,000		6	12	9				
$19,000		1	3	3				
18,000		3	3	1	2			
17,000		1	2	1				
16,000		3	5					1
15,000		3				1		
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		24	63	71	43	31	24	11
90%		22,000	30,000	32,000	37,200	35,000	34,000	34,800
75%		21,000	25,000	30,000	30,000	32,000	32,000	33,000
Median - 50%		20,000	21,000	26,000	26,000	28,000	29,000	28,000
25%		16,250	19,000	22,000	25,000	25,000	26,250	22,000
10%		15,000	17,000	20,000	21,000	22,200	23,000	17,200
Mean		18,958	22,270	27,352	28,023	28,097	28,917	27,182
S.D.		2,528	4,367	10,156	7,083	5,211	3,866	5,879
9-10 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE C.2

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) -- MASTER'S LEVEL -- 9-10 MONTH SALARIES

9-10 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1					
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								
$49,000								
48,000								
47,000								
46,000								
45,000								
$44,000								
43,000								
42,000								
41,000								
40,000								
$39,000								
38,000								
37,000						1		
36,000								
35,000					1		1	
$34,000					1		1	
33,000			1					
32,000				1		2	4	1
31,000					2	4	1	1
30,000			1	4	3	2	2	4
$29,000					9	1	1	1
28,000			2	3	3	3	2	
27,000				3	3	6	3	
26,000				2	2	2	1	1
25,000				2	6	7	2	2
$24,000			3	4	1	4	1	1
23,000			1	5	6	3	1	1
22,000			7	1	4	3	4	
21,000			4	5	1			
20,000			8	6	1		1	1
$19,000		2	3	1	2		2	1
18,000		2	2	2	1	1		
17,000			5	4				1
16,000		6	8	1				
15,000		5		2			1	
$14,000		2	3	1	1			
13,000		1	1	1				
12,000		1						
11,000								
$10,000 or less								
N		19	50	48	47	39	28	15
90%		19,000	27,600	30,000	30,200	31,000	32,200	31,400
75%		16,000	22,000	26,000	29,000	29,000	30,750	30,000
Median - 50%		16,000	20,000	22,500	26,000	26,000	27,000	26,000
25%		15,000	16,750	19,250	23,000	24,000	22,000	23,000
10%		13,000	16,000	15,900	19,800	22,000	19,000	18,200
Mean		15,684	21,460	22,354	25,745	26,564	26,357	26,067
S.D.		1,858	12,055	4,753	4,250	3,633	5,079	4,743
9-10 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE G.3

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) --DOCTORAL LEVEL--9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
ELEMENTARY OR SECONDARY SCHOOL						
	2-4 YEARS	21,000	20,000-21,750	20,500	2,023	12
	5-9 YEARS	21,000	20,000-26,000	22,774	4,318	31
	10-14 YEARS	26,500	23,000-29,750	25,964	4,264	28
	15-19 YEARS	26,500	24,250-30,750	27,375	5,106	24
	20-24 YEARS	28,000	23,750-32,000	27,278	5,200	18
	25-29 YEARS	28,500	24,250-32,750	28,000	4,612	12
	30 OR MORE YEARS	29,000	25,000-34,000	29,400	5,030	5
						####
SCHOOL SYSTEM DISTRICT OFFICE						
	5-9 YEARS	20,000	18,000-25,000	21,263	4,067	19
	10-14 YEARS	27,000	25,000-30,000	28,484	13,892	31
	15-19 YEARS	26,000	24,500-29,000	26,154	3,760	13
	20-24 YEARS	27,000	26,000-30,000	28,143	2,545	7
	25-29 YEARS	30,000	27,000-32,000	29,909	2,982	11
						####
OTHER EDUCATIONAL SETTING						
	2-4 YEARS	18,000	16,000-19,250	17,833	1,602	6
	5-9 YEARS	20,000	17,500-25,000	21,111	3,919	9
	10-14 YEARS	29,000	20,500-37,000	28,800	8,729	5
						####

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE G.4

DIRECT HUMAN SERVICES (SCHOOL PSYCHOLOGY) --MASTERS LEVEL--9-10 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
ELEMENTARY OR SECONDARY SCHOOL						
	2-4 YEARS	14,500	13,750-16,000	14,667	1,211	6
	5-9 YEARS	21,000	18,000-23,000	21,348	4,763	23
	10-14 YEARS	24,000	21,000-27,750	24,250	3,904	24
	15-19 YEARS	26,000	23,000-29,000	25,609	3,394	23
	20-24 YEARS	27,500	25,000-31,000	28,000	3,501	24
	25-29 YEARS	27,000	22,500-32,000	26,941	4,943	17
						****
SCHOOL SYSTEM DISTRICT OFFICE						
	2-4 YEARS	15,500	15,000-17,500	15,750	2,121	8
	5-9 YEARS	20,000	16,750-22,000	26,000	23,475	12
	10-14 YEARS	20,500	16,750-24,250	21,111	5,098	18
	15-19 YEARS	25,000	23,000-27,250	26,167	4,204	18
	20-24 YEARS	25,000	22,000-26,000	23,909	2,844	11
	30 OR MORE YEARS	24,000	19,000-30,000	24,143	5,014	7
						****
OTHER EDUCATIONAL SETTING						
	5-9 YEARS	17,000	16,000-20,500	18,000	2,449	6
	10-14 YEARS	20,000	15,500-21,500	18,800	3,701	5
	25-29 YEARS	27,000	23,500-28,500	26,200	2,775	5
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

H. DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY)

The previous three sections described salaries for respondents whose position may be described as direct human services and whose specialty was clinical, counseling, or school psychology. There were an additional 123 doctoral-level respondents and 80 master's-level respondents whose position was direct human services, but who reported a specialty other than clinical, counseling or school psychology. Among the subfields reported by these respondents are community psychology, developmental psychology, educational psychology, industrial/organizational psychology, and so forth. Salary information for doctoral-level and master's-level respondents is presented in Tables H.1 and H.2, respectively.

These individuals are most likely to be employed in such settings as community mental health centers or clinics, special health services settings, or individual private practice. However, there were not a sufficient number of doctoral-level or master's-level respondents in any specific setting to present salary data for selected settings.

For direct human services (other psychology), the median 11-12 month salary is $29,250 for doctoral-level respondents and $22,100 for master's-level respondents.

TABLE H.1

DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more						3		1
$90,000 to $99,000								
$80,000 to $89,000					1	1		1
$70,000 to $79,000				1			1	
$60,000 to $69,000			2		3		1	1
$59,000								
58,000								
57,000								
56,000								
55,000			1			1		
$54,000					1			
53,000								
52,000								
51,000								
50,000					1		1	1
$49,000								
48,000								
47,000								
46,000								
45,000				1				
$44,000								
43,000								1
42,000					2			
41,000								
40,000			1	1		1		
$39,000					1	1	1	
38,000					1			
37,000					1			1
36,000			1					
35,000						1		
$34,000						1		
33,000			1	2	2	1	1	1
32,000			3	1		2	1	
31,000			1					
30,000			1	2		1	2	
$29,000				1			1	
28,000			3	2				
27,000				2				
26,000			3			1		
25,000		1	1		1			1
$24,000		1	2	3			1	
23,000		2	4					1
22,000		2	3	1				
21,000		1	1	1	1	2		
20,000	1	3	4					
$19,000		2	1		1			
18,000			1	1				1
17,000		1		1				
16,000			1					
15,000								
$14,000								
13,000		1						
12,000								
11,000								
$10,000 or less								
N	1	15	35	20	16	16	10	10
90%		31,000	46,000	44,500	70,100	100,000+	73,500	98,000
75%		23,000	32,000	32,750	58,500	73,750	52,500	69,500
Median - 50%		21,000	25,000	28,000	40,500	34,500	32,500	40,000
25%		19,000	22,000	24,000	33,000	30,500	29,750	24,500
10%		15,400	19,000	18,300	20,400	21,000	24,500	18,000
Mean		21,867	28,371	30,100	44,062	48,625	40,200	47,500
S.D.		5,829	11,238	11,562	17,498	29,088	16,383	26,830
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE H.2

DIRECT HUMAN SERVICES (OTHER PSYCHOLOGY) -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								1
$70,000 to $79,000								1
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000						1	1	
$49,000								
48,000								
47,000								
46,000								
45,000								
$44,000								
43,000								
42,000								1
41,000								
40,000								
$39,000								
38,000								
37,000					1			
36,000								
35,000								
$34,000								
33,000				1				
32,000						1		
31,000			1			1	1	
30,000		1		1	1	1		
$29,000			1	1	1			
28,000								
27,000				1		1	1	
26,000				1	1			
25,000			1		1			1
$24,000			1	3			1	
23,000		1	1	1	1		1	
22,000			6	2	1			1
21,000			2		1			
20,000		1	2					
$19,000		1						
18,000		2	2	2				
17,000		1	1					
16,000		1	4					
15,000		3	2	2				
$14,000		2						
13,000	1	2						
12,000								
11,000		1						
$10,000 or less						1		
N	1	16	24	15	8	6	5	5
90%		25,100	27,000	31,200				
75%		18,750	22,000	27,000	29,750	36,500	40,500	78,500
Median - 50%		15,500	21,000	24,000	25,500	30,500	27,000	42,000
25%		14,000	16,250	18,000	22,250	22,750	23,500	23,500
10%		12,400	15,500	15,000				
Mean		16,938	20,542	23,333	26,625	30,000	31,000	49,200
S.D.		4,611	4,180	5,287	5,263	12,759	11,068	27,923
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

I. ADMINISTRATION OF HUMAN SERVICES

Administration of human services are positions that include the management of a program of human services. Although these individuals may be directly involved in the delivery of services, their primary responsibility is the administration of human service activities, including the supervision of human service personnel. There were 1,205 doctoral-level respondents and 200 master's-level respondents reporting this type of position, and their salaries are reported in Tables I.1 and I.2, respectively.

At the doctoral level, the majority of respondents (69.9%) report clinical psychology as their current major field; other frequently reported subfields include counseling psychology (11.9%), community psychology (5.2%), and school psychology (3.7%). At the master's level, the most frequently reported subfields are, again, clinical (37.0%), counseling (17.0%), school (13.5%), and community (9.0%).

As may be expected, these individuals are typically employed in organized human service settings such as hospitals, clinics, and schools. For doctoral-level respondents, 26.6% are employed in community mental health centers or clinics, 12.2% are in public mental or psychiatric hospitals, 8.3% are in Veterans Administration hospitals, and 6.0% are in university student counseling centers. Salaries of doctoral-level respondents in these and other selected settings are presented in Table I.3. For master's-level respondents, 22.5% are employed in community mental health centers or clinics, 12.0% are in special health service settings, and 10.0% are in school system district offices; salary information for these and other selected settings is given in Table I.4.

For administration of human services, the median 11-12 month salary is $32,525 for doctoral-level respondents and $26,100 for master's-level respondents.

TABLE I.1

ADMINISTRATION OF HUMAN SERVICES -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	3		1		3
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000				3		3		1
$60,000 to $69,000			1	7	1	3	2	1
$59,000								
58,000						1		
57,000								2
56,000							1	
55,000			1	2	1	1	1	1
$54,000					1		1	
53,000								2
52,000					2	2		1
51,000					1	1	2	
50,000		1		7	9	4	8	6
$49,000				2	2		1	
48,000			1	1	4	1	2	3
47,000				4	2	1	3	3
46,000			2	3	2	5	3	1
45,000			2	6	7	5	7	3
$44,000			1	6	3	4	3	1
43,000				5	3	3	4	
42,000			1	10	4	3	3	2
41,000				9	3	8	8	6
40,000			10	8	11	5	7	6
$39,000			3	11	7	1	4	3
38,000			3	10	7	10	1	2
37,000		1	2	19	7	2	3	5
36,000			8	8	13	1	3	4
35,000		1	20	13	7	8	5	4
$34,000		1	12	8	15	6	4	
33,000		2	8	19	12	11	4	4
32,000		2	14	15	10	4	4	4
31,000		3	11	9	10	8	2	2
30,000		3	31	32	9	5	3	3
$29,000		2	13	7	7	2	3	2
28,000		4	26	13	4	4	2	2
27,000	1	4	27	18	5	2	1	1
26,000	1	8	20	8	6	1	1	1
25,000		12	26	13	3	3	4	1
$24,000	1	7	21	8	5	2	1	
23,000		10	16	7			1	
22,000	1	9	13	3	2			
21,000		9	8	1			1	
20,000	2	2	6	3				
$19,000		1	4	1				
18,000	1	2	3	1				
17,000		1			1			
16,000								
15,000								
$14,000				1				
13,000				1			1	
12,000				1				
11,000								
$10,000 or less	1							
N	8	85	315	306	186	121	104	80
90%		31,400	36,000	46,000	48,000	50,800	50,000	54,800
75%	25,500	27,000	32,000	39,250	40,000	44,000	45,000	47,750
Median - 50%	21,000	25,000	28,000	33,000	35,000	38,000	40,000	40,000
25%	18,500	22,000	25,000	28,000	31,000	32,000	33,000	33,500
10%		21,000	22,000	25,000	27,000	28,200	27,500	30,000
Mean	20,875	25,318	29,190	35,222	36,226	39,281	39,269	42,712
S.D.	5,384	4,833	7,219	11,354	7,696	11,139	8,992	14,659
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE I.2

ADMINISTRATION OF HUMAN SERVICES -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000						1		
$60,000 to $69,000								1
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000							1	
50,000							1	1
$49,000					1			
48,000								
47,000								
46,000								1
45,000								2
$44,000								1
43,000						1	1	1
42,000					1			
41,000								
40,000							1	3
$39,000								
38,000			1	1	1	1		1
37,000						1	1	2
36,000				1				2
35,000						2	1	1
$34,000			1	2		1		2
33,000			1		1	2	2	1
32,000		1		2	2	1	3	
31,000				2		1	1	1
30,000				1	2	2	1	5
$29,000			2		2	1	1	1
28,000			2	2		3	1	1
27,000			4	4	1			
26,000			7	2	1			
25,000			8	4		4	1	
$24,000			6	1	1		1	
23,000		1	6	3		1	1	
22,000			4	2	1			
21,000			3	2	1	1	1	
20,000	1	1	5	3			1	
$19,000			3	5	1			
18,000		2	3	1				
17,000		1	5					
16,000		1	6					
15,000		1		1				
$14,000								
13,000								
12,000			1					
11,000								
$10,000 or less			1					
N	1	8	69	37	15	23	20	27
90%			28,000	34,000	44,800	41,000	49,300	46,800
75%		22,250	26,000	29,000	33,000	35,000	36,500	43,000
Median - 50%		18,000	23,000	25,000	29,000	30,000	32,000	36,000
25%		16,250	19,000	21,000	24,000	25,000	25,750	30,000
10%			16,000	19,000	20,200	23,800	21,200	29,800
Mean		19,875	22,551	25,486	30,067	32,174	32,450	37,556
S.D.		5,489	4,951	5,450	8,066	10,156	8,556	7,905
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE I.3

ADMINISTRATION OF HUMAN SERVICES--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
UNIVERSITY STUDENT COUNSELING CENTER						
	5-9 YEARS	24,000	22,500-29,500	26,000	4,243	9
	10-14 YEARS	30,500	25,000-32,750	29,083	5,348	24
	15-19 YEARS	31,000	26,500-34,000	31,650	6,784	20
	20-24 YEARS	35,000	28,000-38,000	34,000	5,773	7
	30 OR MORE YEARS	36,500	32,250-45,000	38,875	8,026	8
						****
MEDICAL SCHOOL, PSYCHIATRY DEPARTMENT						
	5-9 YEARS	27,500	22,750-37,500	31,667	14,208	6
	15-19 YEARS	50,000	37,500-53,500	46,400	8,325	5
						****
SCHOOL SYSTEM DISTRICT OFFICE						
	15-19 YEARS	36,500	32,250-39,750	36,125	5,668	8
	20-24 YEARS	37,000	30,750-43,250	37,000	6,132	6
	25-29 YEARS	42,000	35,750-46,500	41,250	5,523	8
						****
PUBLIC GENERAL HOSPITAL						
	10-14 YEARS	37,000	32,000-40,000	36,200	4,324	5
						****
PRIVATE GENERAL HOSPITAL						
	2-4 YEARS	26,000	21,500-28,500	25,200	3,564	5
	5-9 YEARS	33,000	28,000-39,000	34,833	8,462	12
	10-14 YEARS	39,000	32,500-45,500	40,571	9,803	14
	15-19 YEARS	36,000	33,500-38,500	36,000	2,915	5
	20-24 YEARS	43,000	31,500-63,000	46,400	16,118	5
						****
PUBLIC MENTAL OR PSYCHIATRIC HOSPITAL						
	2-4 YEARS	24,500	22,500-26,000	24,167	1,941	6
	5-9 YEARS	28,000	24,750-32,000	28,316	5,163	38
	10-14 YEARS	32,000	27,500-41,000	34,000	7,291	37
	15-19 YEARS	34,000	31,000-37,250	34,409	5,509	22
	20-24 YEARS	33,000	31,000-37,000	34,316	4,738	19
	25-29 YEARS	34,000	28,000-45,000	36,333	8,764	15
	30 OR MORE YEARS	35,000	32,500-44,500	38,333	7,000	9
						****
PRIVATE MENTAL OR PSYCHIATRIC HOSPITAL						
	5-9 YEARS	31,000	28,750-35,500	32,286	5,217	14
	10-14 YEARS	39,000	31,500-55,750	46,833	26,488	6
	20-24 YEARS	44,000	34,000-60,000	46,400	16,846	5
						****
VETERANS ADMINISTRATION HOSPITAL						
	2-4 YEARS	33,000	27,000-35,000	31,400	5,595	5
	5-9 YEARS	35,000	33,000-37,250	35,250	2,767	12
	10-14 YEARS	39,000	36,000-44,000	43,000	14,071	23
	15-19 YEARS	39,000	36,000-44,000	39,375	6,376	16
	20-24 YEARS	41,000	38,750-45,750	42,625	4,129	16
	25-29 YEARS	44,500	40,750-47,000	43,944	4,235	18
	30 OR MORE YEARS	47,000	41,500-50,000	45,889	5,255	9
						****

(CONTINUED)

TABLE I.3 (CONTINUED)

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
OUTPATIENT CLINIC						
	2-4 YEARS	26,000	24,000-26,500	25,667	1,505	6
	5-9 YEARS	25,000	23,000-30,000	26,364	4,202	11
	10-14 YEARS	30,000	27,000-33,000	32,875	11,111	16
	15-19 YEARS	32,500	31,500-36,000	33,833	4,215	6
	25-29 YEARS	39,000	36,000-43,500	39,600	4,450	5
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	2-4 YEARS	24,000	21,750-26,000	24,176	3,630	34
	5-9 YEARS	26,000	24,000-30,000	27,603	8,277	116
	10-14 YEARS	30,000	27,000-37,000	32,047	6,564	85
	15-19 YEARS	36,500	31,250-43,000	37,295	7,102	44
	20-24 YEARS	39,500	31,750-45,250	38,555	6,998	18
	25-29 YEARS	34,000	29,500-44,000	36,538	9,243	13
	30 OR MORE YEARS	37,000	29,000-45,000	37,000	8,631	9
						****
NON-UNIVERSITY COUNSELING CENTER						
	5-9 YEARS	27,000	24,000-31,000	27,400	3,647	5
						****
SPECIAL HEALTH SERVICE SETTING						
	2-4 YEARS	24,000	22,000-26,500	24,200	2,490	5
	5-9 YEARS	28,000	25,000-30,000	27,476	3,932	21
	10-14 YEARS	32,000	27,750-38,500	31,555	8,046	18
	15-19 YEARS	34,000	30,000-37,000	34,000	7,389	11
	20-24 YEARS	38,000	30,500-41,500	36,000	6,436	8
	30 OR MORE YEARS	40,000	33,750-44,000	39,500	8,408	6
						****
OTHER HUMAN SERVICE SETTING						
	5-9 YEARS	27,000	22,750-31,250	27,300	4,668	10
	10-14 YEARS	30,000	25,500-43,000	35,692	15,217	13
	15-19 YEARS	34,000	29,000-40,000	35,091	9,375	11
						****
CRIMINAL JUSTICE SYSTEM						
	5-9 YEARS	28,000	25,000-36,000	30,000	6,115	11
	10-14 YEARS	32,000	30,000-35,000	32,423	3,457	7
	20-24 YEARS	33,000	28,500-39,500	33,800	7,259	5
						****
MILITARY SERVICE						
	5-9 YEARS	30,000	22,000-36,000	30,000	7,823	6
						****
FEDERAL GOVERNMENT AGENCY						
	15-19 YEARS	44,500	39,750-50,000	44,000	6,356	6
						****
STATE GOVERNMENT AGENCY						
	5-9 YEARS	30,000	25,500-34,500	31,250	6,744	12
	10-14 YEARS	34,500	30,000-39,750	37,300	10,220	10
	20-24 YEARS	35,500	31,750-46,750	37,833	9,453	6
	25-29 YEARS	32,000	27,000-43,500	34,600	9,965	5
	30 OR MORE YEARS	35,000	28,000-46,500	36,800	10,085	5
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE I.4

ADMINISTRATION OF HUMAN SERVICES--MASTERS LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
SCHOOL SYSTEM DISTRICT OFFICE						
	25-29 YEARS	33,000	30,000-37,000	33,286	3,946	7
	30 OR MORE YEARS	36,000	32,500-38,500	35,600	3,361	5
						****
PUBLIC MENTAL OR PSYCHIATRIC HOSPITAL						
	5-9 YEARS	26,000	21,000-26,000	24,000	3,937	5
						****
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	5-9 YEARS	22,000	19,500-25,000	21,667	4,235	21
	10-14 YEARS	23,000	21,000-25,000	24,273	5,179	11
	15-19 YEARS	26,000	20,500-31,500	26,000	5,701	5
						****
SPECIAL HEALTH SERVICE SETTING						
	5-9 YEARS	24,000	16,500-26,500	22,222	5,044	9
	10-14 YEARS	20,000	16,500-32,000	23,400	8,173	5
						****
OTHER HUMAN SERVICE SETTING						
	5-9 YEARS	22,000	20,000-27,000	23,200	4,086	5
						****
OTHER NON-PROFIT ORGANIZATION						
	5-9 YEARS	19,000	16,000-27,000	21,000	8,794	7
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

J. APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY)

This section describes salaries of those respondents whose positions may be described as applied psychology (for example, the practice of industrial/organizational psychology, personnel selection or assessment; systems or equipment design; organizational consultation, analysis or training) and whose current major field is industrial/organizational psychology. Salaries for 206 doctoral-level respondents and 54 master's-level respondents are described in Tables J.1 and J.2, respectively.

For doctoral-level respondents, 42.7% are employed in consulting firms, 38.3% are employed in business or industry, and 8.3% are self-employed. Salaries for these settings are presented in Table J.3. It should be noted that the primary source of salary for approximately 70% of those employed in consulting firms is fee-for-service (e.g., consultation contracts). At the master's-level, the largest percentage of respondents (46.3%) are employed in business or industry, and detail regarding salaries in this setting is given in Table J.4.

For applied psychology positions (industrial/organizational psychology), the median 11-12 month salary is $46,600 for doctoral-level respondents and $39,000 for master's-level respondents.

TABLE J.1

APPLIED PSYCHOLOGY POSITIONS-- (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1	2	1	1	3
$90,000 to $99,000				1	1			
$80,000 to $89,000			1	1		2	2	1
$70,000 to $79,000			2	3	3	3	5	1
$60,000 to $69,000			3	6	2	3	6	5
$59,000							2	
58,000								
57,000				1				
56,000				2				
55,000		1		2			1	3
$54,000			1		2	1		
53,000								
52,000					1		1	
51,000				1				1
50,000		1	1	1	2	2		1
$49,000			1					
48,000		2	2	1	1	1		
47,000			1	3		1	1	
46,000				1				
45,000		1		2		1		
$44,000			1		2			
43,000				1				
42,000			1	1	1	1		1
41,000		1		2				
40,000		1	4	2	1			2
$39,000			1	2				1
38,000		2	1		2			
37,000		1		2				
36,000		3	1	2		1		
35,000		3	7	1			2	
$34,000			1	1	1	1		
33,000		1	3	2				
32,000		1	2	2		1		
31,000		1	2		1			
30,000		1	4	1	1			
$29,000							1	
28,000		2	1	1				
27,000		2	2					
26,000			2					1
25,000	1		1					
$24,000	1							
23,000								
22,000								
21,000				1				
20,000			1					
$19,000								
18,000								
17,000								
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	2	24	47	49	23	19	22	20
90%		49,000	69,000	70,000	96,000	84,000	85,000	100,000+
75%		40,750	47,000	58,500	70,000	73,000	72,250	69,000
Median - 50%	24,500	36,000	35,000	47,000	50,000	54,000	62,000	57,500
25%		31,250	31,000	37,000	40,000	45,000	54,250	44,000
10%		27,500	26,800	32,000	32,000	34,000	35,000	39,100
Mean	24,500	37,042	40,043	49,551	55,478	58,158	62,454	61,250
S.D.	707	7,601	14,022	16,660	20,369	18,506	16,888	21,235
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE J.2

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					1	1		
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000					1	1	1	
$60,000 to $69,000						1		
$59,000								
58,000					1			
57,000								
56,000								
55,000					1			
$54,000								
53,000								
52,000								
51,000								
50,000			1		1			1
$49,000								
48,000					1			
47,000						1		
46,000				1				
45,000			1	1				2
$44,000					1			
43,000					1			
42,000			1			2		
41,000				1				
40,000					1	2		
$39,000				1		1		
38,000								
37,000						1		
36,000				1				
35,000					2	1		
$34,000			1	1				
33,000		1						
32,000		1						
31,000					1	1		
30,000								
$29,000		1						
28,000								
27,000			1					
26,000					1	1		
25,000		1	1					1
$24,000		3						
23,000								
22,000								
21,000								
20,000				1				
$19,000		2						
18,000			1					
17,000								
16,000								
15,000		1						
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		10	7	7	13	12	1	4
90%		32,900			90,400	92,800		
75%		29,750	45,000	45,000	56,500	56,750		
Median - 50%		24,000	34,000	39,000	44,000	40,000		45,000
25%		19,000	25,000	34,000	35,000	35,500		
10%		15,400			28,000	27,500		
Mean		24,400	34,429	37,286	49,308	47,750		41,250
S.D.		5,777	11,731	8,789	20,072	21,192		11,087
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE J.3

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY)--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
SELF-EMPLOYED, NOT PRIVATE PRACTICE						
	20-24 YEARS	48,000	46,000-72,500	57,000	14,300	5
						****
CONSULTING FIRM						
	2-4 YEARS	40,000	31,000-47,500	39,667	9,179	9
	5-9 YEARS	47,000	30,000-65,500	47,235	18,178	17
	10-14 YEARS	49,500	36,250-63,750	52,200	18,130	20
	15-19 YEARS	71,000	50,000-92,500	71,500	19,772	10
	20-24 YEARS	60,000	39,500-76,250	60,375	22,309	8
	25-29 YEARS	67,000	50,000-85,000	65,800	22,310	10
	30 OR MORE YEARS	60,000	52,500-77,500	64,077	21,383	13
						****
BUSINESS OR INDUSTRY						
	2-4 YEARS	36,000	35,000-38,000	37,100	4,122	10
	5-9 YEARS	35,000	30,750-40,500	37,045	9,824	22
	10-14 YEARS	45,500	39,000-54,000	49,083	15,362	24
	15-19 YEARS	43,000	35,000-54,000	44,500	10,623	8
	20-24 YEARS	54,000	46,000-78,500	60,600	17,343	5
	25-29 YEARS	62,000	59,000-70,000	61,571	8,223	7
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE J.4

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY)--MASTERS LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
BUSINESS OR INDUSTRY						
	2-4 YEARS	24,500	20,250-31,250	25,125	6,174	8
	20-24 YEARS	42,000	39,000-76,000	54,428	24,158	7
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

K. APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY)

Salaries for individuals whose positions may be described as applied psychology and whose current major field is a subfield other than industrial/organizational psychology are described in this section. These individuals are typically involved in organizational consultation, marketing research, systems/equipment design and other applied psychology activities. There were 131 doctoral-level respondents and 39 master's-level respondents in these types of positions, and their salaries are presented in Tables K.1 and K.2, respectively.

The most frequently reported subfields for doctoral-level respondents include clinical psychology (25.2%) and engineering psychology (22.1%). These respondents are employed in a wide variety of settings, with the largest percentages employed in business or industry (24.4%) and consulting firms (14.5%). Salary information for these settings is found in Table K.3. There was an insufficient number of master's-level respondents in any particular employment setting to present data for selected settings.

For applied psychology positions (other psychology), the median 11-12 month salary is $33,750 for doctoral-level respondents and $26,333 for master's-level respondents.

TABLE K.1

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY) -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					1	1	1	
$90,000 to $99,000								
$80,000 to $89,000							1	
$70,000 to $79,000				1				
$60,000 to $69,000		1	1	1	1		1	1
$59,000								
58,000								
57,000							1	
56,000								
55,000								
$54,000								
53,000								
52,000				2				
51,000						1		1
50,000			2	1				
$49,000								
48,000								
47,000					1			
46,000			1				1	
45,000			1	1		1		1
$44,000			1					
43,000		1	1			1	1	
42,000					1			
41,000					1		1	
40,000			1	1	1	4		
$39,000				1	1			1
38,000			1	2	1			
37,000			3				1	
36,000			1	2	1	2	1	
35,000			1	1		3		
$34,000		1		1				
33,000		2		1	1	1		1
32,000		1	3	1	1		2	
31,000			1					
30,000		1		2			1	
$29,000		1		1	1			
28,000		3	1	5				
27,000		4	1			1		
26,000			1	1				
25,000			1	1	1		1	
$24,000	1		3					
23,000			2	1				
22,000			1					
21,000		3	1					
20,000		1	1			1		
$19,000	1		1					
18,000		1			1			
17,000								
16,000								
15,000		1						
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N	2	21	31	27	16	16	13	5
90%		41,200	49,200	53,600	72,000	65,700	88,000	
75%		32,500	40,000	40,000	41,750	42,250	58,500	56,000
Median - 50%	21,500	28,000	32,000	34,000	37,000	38,000	41,000	45,000
25%		21,000	24,000	28,000	32,000	35,000	32,000	36,000
10%		18,400	21,200	25,800	22,900	24,900	27,000	
Mean	21,500	28,667	33,419	36,778	40,250	41,000	46,846	45,800
S.D.	3,536	9,567	10,831	11,433	18,520	17,251	20,623	10,826
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE K.2

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY) -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000								
$60,000 to $69,000								
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000							1	
50,000								
$49,000								
48,000								
47,000								
46,000								
45,000								
$44,000								
43,000				1				
42,000								
41,000								
40,000							1	
$39,000				1		1		
38,000						1		1
37,000							1	
36,000						1		
35,000								1
$34,000								
33,000			1					
32,000					1			
31,000								
30,000				1		1		1
$29,000					1			
28,000		1	1					
27,000							1	
26,000			1		1			1
25,000						1		
$24,000			1					
23,000		1						1
22,000			1					1
21,000			2					
20,000		-	3					
$19,000								
18,000								
17,000								
16,000								
15,000		1						
$14,000						1		
13,000								
12,000								
11,000		1						
$10,000 or less								
N		7	10	3	3	6	4	6
90%			32,500					
75%		23,000	26,500			38,250		35,750
Median - 50%		20,000	21,500	39,000	29,000	33,000	38,500	28,000
25%		15,000	20,000			22,250		22,750
10%			20,000					
Mean		18,857	23,500	37,333	29,000	30,333	38,750	29,000
S.D.		5,699	4,327	6,658	3,000	9,606	9,878	6,512

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE K.3

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY)--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
CONSULTING FIRM						
	5-9 YEARS	40,000	29,000-54,000	41,200	15,336	5
						****
BUSINESS OR INDUSTRY						
	2-4 YEARS	31,500	26,250-35,500	31,333	7,229	6
	5-9 YEARS	37,000	36,000-44,000	38,428	4,860	7
	10-14 YEARS	39,000	34,000-48,500	39,444	9,288	9
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

L. ADMINISTRATION OF APPLIED PSYCHOLOGY

Administration of applied psychology includes the management of an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology or marketing research. Individuals in these positions may be directly involved in applied psychology activities, however, their primary responsibility is the administration of the program, including supervision of personnel. Tables L.1 and L.2 describe salaries for 247 doctoral-level respondents and 46 master's-level respondents, respectively.

The most frequently reported subfields for doctoral-level respondents in these positions are industrial/organizational psychology (38.5%) and clinical psychology (24.7%); 41.3% of the master's-level respondents report industrial/organizational psychology as their current major field. The most frequent employment settings for doctoral-level respondents are business or industry (22.3%) and consulting firms (18.6%); salary information for these and other settings is given in Table L.3. For more than 60% of those employed in consulting firms, the primary source of salary is fee-for-service (e.g., consultation contracts). Because of the small number of master's-level respondents in these types of positions, salary information is not presented for selected employment settings.

For administration of applied psychology, the median 11-12 month salary is $41,750 for doctoral-level respondents and $38,900 for master's-level respondents.

TABLE L.1

ADMINISTRATION OF APPLIED PSYCHOLOGY -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				2	3	5	3	
$90,000 to $99,000			1			3	1	
$80,000 to $89,000							2	1
$70,000 to $79,000		1	1	2	1	3	1	3
$60,000 to $69,000			1	6	2		5	1
$59,000								
58,000								
57,000								
56,000				1			1	2
55,000				2		1		1
$54,000				3				
53,000						1		
52,000				1	2		1	
51,000			1	1	1	1		
50,000		1	1		1	6	2	3
$49,000							1	
48,000			1	4			1	
47,000			1					
46,000			1	3				1
45,000			2	3	3	2	2	3
$44,000			1	2		1		
43,000				1	2	1	1	
42,000				3	3			
41,000				2	1	1	1	
40,000			3	4	3	2		2
$39,000				1	1			
38,000		1	2	1	1			1
37,000		1	1		1			
36,000			2		1		2	1
35,000			4	3	1		1	
$34,000		1	4	1	1	1		1
33,000			2	3			1	
32,000			1	2	2		1	
31,000			1	4	1	2		
30,000		1	4	4	1	1	1	
$29,000			2	1	1			
28,000			3	3	1	2		
27,000			3	2				
26,000			1	1	1	1		
25,000			3			1		
$24,000			2					
23,000			1					
22,000			1		1			
21,000			1					
20,000		1						
$19,000			1					
18,000		1						
17,000		1						1
16,000								
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		9	53	65	36	35	28	21
90%			49,200	62,600	82,500	100,000+	100,000+	74,000
75%		44,000	40,000	53,000	50,750	74,000	68,750	58,000
Median - 50%		34,000	34,000	42,000	41,500	50,000	51,000	50,000
25%		19,000	27,500	32,500	34,250	40,000	41,500	40,000
10%			24,000	28,600	28,700	28,000	32,900	34,400
Mean		35,889	35,642	44,538	46,028	56,800	57,821	50,381
S.D.		19,464	12,803	15,344	19,506	25,510	21,777	14,992
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE L.2

ADMINISTRATION OF APPLIED PSYCHOLOGY -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$90,000 to $99,000								
$80,000 to $89,000								1
$70,000 to $79,000								
$60,000 to $69,000							1	2
$59,000								
58,000								
57,000								
56,000								
55,000								
$54,000								
53,000								
52,000								
51,000								
50,000								2
$49,000								
48,000								
47,000						1		1
46,000								
45,000					1	2		1
$44,000			1					
43,000								
42,000							1	1
41,000			1			1		
40,000					1			2
$39,000			1	1			1	
38,000								
37,000								
36,000								
35,000								
$34,000			2					
33,000			1					
32,000								
31,000				1				
30,000			1	1			1	
$29,000		1	1		1		1	
28,000		1						
27,000								
26,000								
25,000			1					
$24,000			2					
23,000								
22,000								
21,000								
20,000								
$19,000		1						1
18,000								
17,000		1						
16,000		1	1	1				
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		5	12	6	3	4	5	11
90%			43,100					76,000
75%		28,500	37,750	39,000			51,000	60,000
Median - 50%		19,000	31,500	35,000	40,000	45,000	39,000	47,000
25%		16,500	24,250	26,500			29,500	40,000
10%			18,400					23,200
Mean		21,800	31,083	32,333	38,000	44,500	40,000	48,454
S.D.		6,221	8,084	9,026	8,185	2,517	12,510	15,273
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE L.3

ADMINISTRATION OF APPLIED PSYCHOLOGY--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S D.	N
SPECIAL HEALTH SERVICE SETTING						
	5-9 YEARS	28,500	26,250- 34,250	29,500	4,231	6
						****
CONSULTING FIRM						
	5-9 YEARS	40,000	31,500- 67,000	47,400	18,623	5
	10-14 YEARS	54,500	42,750- 60,750	55,250	17,158	12
	15-19 YEARS	80,000	43,750-100,000	74,167	29,055	6
	20-24 YEARS	95,000	45,750-100,000	78,125	27,797	8
	25-29 YEARS	60,000	35,500- 94,000	62,444	27,295	9
	30 OR MORE YEARS	60,000	43,000- 77,500	60,200	18,033	5
						****
PRIVATE RESEARCH ORGANIZATION						
	20-24 YEARS	50,000	48,750- 80,500	61,500	21,483	6
						****
BUSINESS OR INDUSTRY						
	5-9 YEARS	40,000	34,250- 47,750	40,875	7,376	8
	10-14 YEARS	46,000	41,750- 57,000	51,409	15,503	22
	15-19 YEARS	52,000	45,500- 67,500	55,600	12,973	5
	20-24 YEARS	55,000	49,000- 95,500	68,800	24,662	5
	25-29 YEARS	70,000	64,000- 91,000	76,000	15,313	5
	30 OR MORE YEARS	52,500	48,750- 59,500	54,333	8,641	6
						****
OTHER NON-PROFIT ORGRANIZATION						
	10-14 YEARS	40,000	32,000- 41,500	37,400	5,128	5
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

M. OTHER ADMINISTRATIVE POSITIONS

Other administrative positions include management in a business, government or non-profit organization that cannot be described as the direct administration of educational, research, human service, or applied psychology activities. This type of position may be related to psychology, such as the administration of a government program to fund psychological research. This type of position includes policy or program development or review, personnel administration, budgeting, and so forth. There were 281 doctoral-level respondents and 75 master's-level respondents in these types of positions, and their salaries are reported in Tables M.1 and M.2, respectively.

Individuals employed in the other administrative positions may be in almost any subfield of psychology. The most frequently reported employment settings for doctoral-level respondents are business or industry (15.7%), federal government agencies (14.9%), other non-profit organizations (14.9%), and state government agencies (8.5%). Salaries for doctoral-level respondents in these and other settings are present in Table M.3. At the master's-level, 38.7% of the respondents are employed in business or industry, and Table M.4 presents salary information for this setting.

For other administrative positions, the median 11-12 month salary is $40,308 for doctoral-level respondents and $37,000 for master's-level respondents.

TABLE M.1

OTHER ADMINISTRATIVE POSITIONS -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	2			5	1
$90,000 to $99,000				1	2	1		
$80,000 to $89,000					1		1	1
$70,000 to $79,000					1	1	2	3
$60,000 to $69,000				3	4	2	5	4
$59,000								
58,000				1				
57,000					1			
56,000							1	
55,000					2			
$54,000					1			
53,000							1	2
52,000			1	1			3	1
51,000			1		1	1	3	2
50,000			1	5	2	3	7	4
$49,000			1	2	2		1	1
48,000						1	3	
47,000			1			2	3	7
46,000						1	1	1
45,000			2	1	5		1	2
$44,000				2	1	3	1	
43,000					1		1	
42,000						1	1	3
41,000			1	2	1			1
40,000			4	2	4	1	1	1
$39,000						1	1	
38,000			4	4	1			
37,000			1	2	1	1	2	
36,000				2	1	1	1	
35,000			3	3		1		
$34,000			6	1				
33,000			3	1	3		2	
32,000		1	3	5	1	1	1	1
31,000			2	3			2	
30,000		1	3	5	1	2	1	1
$29,000			1	1				
28,000		1	1	5		2		
27,000		1	1				1	
26,000		2	7	1			1	1
25,000		2	1	1			1	
$24,000			1	2	1			
23,000			1	1			1	
22,000		1	2				1	
21,000							1	
20,000			2	1				
$19,000								
18,000			1			2		
17,000								
16,000		1						
15,000								
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								
N		10	57	60	38	28	57	31
90%		31,800	49,200	59,800	71,000	61,500	88,000	74,600
75%		28,500	39,000	48,000	55,500	50,000	54,500	62,000
Median - 50%		26,000	33,000	35,500	45,000	44,000	49,000	50,000
25%		24,250	26,000	30,000	39,500	32,750	37,000	42,000
10%		16,600	22,800	26,200	32,900	27,000	26,800	33,600
Mean		25,700	34,684	40,183	48,842	43,536	50,719	52,839
S.D.		4,398	12,178	16,475	15,510	15,416	20,190	15,494

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE M.2

OTHER ADMINISTRATIVE POSITIONS -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1			1	1
$90,000 to $99,000								1
$80,000 to $89,000				1				
$70,000 to $79,000								2
$60,000 to $69,000				1				2
$59,000								
58,000								
57,000				1				
56,000								
55,000							1	
$54,000					1		1	
53,000								
52,000								
51,000				1			1	1
50,000					1	1	1	
$49,000								
48,000								1
47,000								
46,000								
45,000								1
$44,000					1	1		
43,000						1		
42,000			1					1
41,000					1		1	
40,000							2	3
$39,000					1	1		
38,000								
37,000							1	
36,000			1					1
35,000				1		1		1
$34,000								1
33,000			1				1	1
32,000								1
31,000			1		1			
30,000				1			2	
$29,000						1		1
28,000								2
27,000			1	2				
26,000					2		1	
25,000				2		1		
$24,000			1					
23,000								
22,000						1		
21,000					1			1
20,000			1					
$19,000			1					
18,000		1		1				
17,000								
16,000								
15,000								
$14,000			1					
13,000								
12,000								
11,000								
$10,000 or less								
N		1	9	12	10	8	13	22
90%				95,800	53,600		82,000	89,000
75%			34,500	64,500	45,500	43,750	52,500	63,750
Median - 50%			27,000	32,500	40,000	37,000	40,000	40,000
25%			19,500	25,500	26,000	26,000	31,500	32,750
10%				20,100	21,500		27,600	28,000
Mean			27,333	45,667	37,600	35,875	45,154	47,864
S.D.			9,000	26,742	11,088	9,891	19,043	21,700
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE M.3

OTHER ADMINISTRATIVE POSITIONS--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
COMMUNITY MENTAL HEALTH CENTER/CLINIC						
	5-9 YEARS	26,000	22,000-39,000	29,600	8,877	5
						****
BUSINESS OR INDUSTRY						
	5-9 YEARS	42,500	37,750-49,750	43,000	7,251	8
	10-14 YEARS	60,000	50,000-90,000	63,714	24,095	7
	15-19 YEARS	60,000	55,000-75,250	62,625	15,565	8
	25-29 YEARS	65,000	48,000-92,500	68,000	23,152	13
	30 OR MORE YEARS	47,000	42,000-59,000	49,300	7,623	5
						****
CRIMINAL JUSTICE SYSTEM						
	25-29 YEARS	47,000	30,000-50,500	41,600	11,781	5
						****
FEDERAL GOVERNMENT AGENCY						
	5-9 YEARS	33,500	32,250-37,000	35,125	5,303	8
	10-14 YEARS	36,000	30,500-45,500	37,600	8,384	5
	15-19 YEARS	47,000	33,750-49,250	45,000	5,550	6
	20-24 YEARS	48,000	44,000-50,000	47,571	2,936	7
	25-29 YEARS	50,000	44,250-50,250	46,900	7,294	10
	30 OR MORE YEARS	45,000	35,500-50,500	43,400	8,503	5
						****
STATE GOVERNMENT AGENCY						
	5-9 YEARS	27,000	24,500-36,000	29,600	6,189	5
	10-14 YEARS	32,000	28,500-35,000	32,375	4,809	8
	25-29 YEARS	37,000	29,500-39,500	35,000	5,701	5
						****
OTHER NON-PROFIT ORGANIZATION						
	5-9 YEARS	34,000	27,500-46,500	41,889	23,246	9
	10-14 YEARS	36,000	31,000-44,000	37,267	7,657	15
	15-19 YEARS	45,000	33,500-62,000	49,200	14,025	5
	30 OR MORE YEARS	53,000	45,000-70,500	56,800	13,773	5
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

TABLE M.4

OTHER ADMINISTRATIVE POSITIONS--MASTERS LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
BUSINESS OR INDUSTRY						
	10-14 YEARS	57,000	38,000-76,500	57,200	22,365	5
	25-29 YEARS	40,000	37,000-55,000	50,428	23,430	7
	30 OR MORE YEARS	62,000	40,000-75,000	60,364	24,180	11

****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

N. OTHER TYPES OF POSITIONS

There were 132 doctoral-level respondents and 55 master's-level respondents who reported that their positions could not be reasonably assigned to one of the previously described categories. For example, these positions may be in sales, publishing, teaching, medicine and so forth, and they may or may not be related to psychology. Salaries for doctoral-level and master's-level respondents in these other types of positions are presented in Tables N.1 and N.2, respectively.

Individuals in these other types of positions are from a variety of subfields and are employed in a variety of settings. At the doctoral level, the most frequently reported employment settings are business or industry (20.5%), consulting firms (13.6%), and individual private practice (11.4%). Table N.3 presents salary information for these settings. There was an insufficient number of master's-level respondents to present salary information for selected settings.

For other types of positions the median 11-12 month salary is $37,214 for doctoral-level respondents and $30,400 for master's-level respondents.

TABLE N.1

OTHER TYPES OF POSITIONS -- DOCTORAL LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more		1	1	2	2		3	3
$90,000 to $99,000					1			
$80,000 to $89,000					2		1	1
$70,000 to $79,000				1	2		1	
$60,000 to $69,000				4	1		2	1
$59,000								
58,000								
57,000				1				
56,000				1				
55,000								
$54,000								
53,000					1			
52,000								
51,000								
50,000			3			1		
$49,000				1	1		1	1
48,000								
47,000			1				1	
46,000					1			1
45,000			1	1	1			
$44,000				1				
43,000								
42,000			1		1			
41,000				1			1	
40,000			3	1	2			1
$39,000				2				
38,000			1	1			1	
37,000			3	3	1			
36,000							1	
35,000			3	3			1	
$34,000							1	
33,000		1			1	1		
32,000			1	5				
31,000			2	1	1			1
30,000			1	2				
$29,000			1	1	1	1		
28,000		1	1	2				
27,000			3	1				
26,000		1	1		1			
25,000		2	1					
$24,000			2					
23,000								
22,000			1			1		
21,000			4	2				
20,000								
$19,000								
18,000		2	1					1
17,000								
16,000				1				
15,000				1				
$14,000								
13,000								
12,000								
11,000								
$10,000 or less								1
N		8	36	39	20	4	14	11
90%			50,000	65,000	99,300		100,000+	100,000+
75%		31,750	40,000	49,000	78,750		85,000	100,000
Median - 50%		25,500	31,500	37,000	47,500	31,000	54,500	49,000
25%		19,750	25,250	30,000	37,750		37,500	31,000
10%			21,000	21,000	29,200		34,500	11,600
Mean		34,125	34,528	41,513	56,950	33,500	60,714	58,091
S.D.		27,074	14,431	19,141	24,338	11,902	25,275	33,477

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE N.2

OTHER TYPES OF POSITIONS -- MASTER'S LEVEL -- 11-12 MONTH SALARIES

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					1			
$90,000 to $99,000								
$80,000 to $89,000								
$70,000 to $79,000						1		
$60,000 to $69,000				1				2
$59,000							1	
58,000			1					
57,000								
56,000								
55,000							1	
$54,000								
53,000								
52,000								
51,000								
50,000							2	
$49,000								
48,000				1				
47,000								
46,000								
45,000							1	
$44,000				1				
43,000								
42,000							1	1
41,000								1
40,000				2				
$39,000							1	
38,000							1	
37,000					1			
36,000					1			
35,000				1			1	
$34,000								
33,000								
32,000						1	1	
31,000							1	
30,000			1	2	1		1	
$29,000			1				1	
28,000		1				1		
27,000		1					1	
26,000				2	1			
25,000							1	
$24,000			1		1			
23,000		1			1			
22,000			1					
21,000								
20,000		1		1				
$19,000								
18,000								
17,000						1		
16,000								
15,000			1			1		
$14,000				1				
13,000								
12,000								
11,000								
$10,000 or less		1	1					
N		5	7	12	7	5	15	4
90%				56,400			56,600	
75%		27,500	30,000	43,000	37,000	53,500	50,000	
Median - 50%		23,000	24,000	32,500	30,000	28,000	38,000	51,000
25%		15,000	15,000	26,000	24,000	16,000	30,000	
10%				15,800			26,200	
Mean		21,600	26,857	34,417	39,429	33,400	39,133	52,000
S.D.		7,232	15,496	12,788	27,276	24,337	10,670	12,302
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Work Experience

TABLE N.3

OTHER TYPES OF POSITIONS--DOCTORAL LEVEL--11-12 MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1-Q3	MEAN	S.D.	N
INDIVIDUAL PRIVATE PRACTICE						
	25-29 YEARS	100,000+	58,500-100,000+	83,400	24,141	5
						****
CONSULTING FIRM						
	10-14 YEARS	62,500	53,750- 79,000	66,333	18,938	6
						****
BUSINESS OR INDUSTRY						
	5-9 YEARS	40,000	22,000- 50,000	44,714	26,707	7
	10-14 YEARS	35,000	31,500- 45,750	39,700	11,870	10
						****

SOURCE: 1981 SALARY SURVEY, AMERICAN PSYCHOLOGICAL ASSOCIATION.

APPENDIX

Return before April 30, 1981

AMERICAN PSYCHOLOGICAL ASSOCIATION
1981 SALARY SURVEY

INSTRUCTIONS
(Please read carefully before completing the questionnaire)

This questionnaire is completely **anonymous.** Your name is **not** requested, and there is no identifying number on this questionnaire.

MARKING DIRECTIONS

- **Use only a soft black lead pencil (No. 2 is ideal).**
- **Make heavy black marks that fill the circle.**
- **Erase cleanly any answer you wish to change.**
- **Make no stray markings of any kind.**

EXAMPLE: Will marks made with ballpoint pen or felt-tip pen be properly read?

○ Yes ● No

1. **Present Employment.** "Do you currently have a salaried employment position in which you are employed at least 35 hours per week (i.e., full-time)?" If you answer "No" (i.e., do not receive a salary or are not employed for at least 35 hours/week in one position), do not complete the remainder of this questionnaire. Please stop here and return this questionnaire in the enclosed envelope.

2. **Current Major Field.** Please fill in the circle indicating the major field that best describes your professional identification. Mark one only.

3. **Highest Degree.** Please indicate your highest degree.

4. **Year of Highest Degree.** Please indicate the year in which you received your highest degree. Write the year in the boxes and mark the matching circles below each box.

5. **Total Years Work Experience.** In general, this will be the number of years since receiving your highest degree. However, there are several exceptions to this general rule. For example:

   Since receiving your highest degree, there was a period (one or more years) when you did not work.

   or

   You had work experience at a professional level before receiving your highest degree.

   or

   Since receiving your highest degree, there has been a major change in your specialty field such that work experience prior to this change is irrelevant to your present employment.

6. **Employment Setting.** Using the code list below, please select the setting that best describes your full-time primary employment position. Write the code number in the boxes and mark the matching circles below each box.

CODE LIST

Educational Institutions and School Systems

University (excluding medical school)
- 01 Psychology department
- 02 Education department
- 03 Business school or department
- 04 Other academic department or unit
- 05 Management or administrative unit
- 06 Student counseling or services center
- 07 Research center or institute
- 09 Other university setting

Four-year college
- 11 Psychology department
- 12 Education department
- 13 Business school or department
- 14 Other academic department or unit
- 15 Management or administrative unit
- 16 Student counseling or services center
- 17 Research center or institute
- 19 Other four-year college setting

- 21 Two-year college
- 22 Medical school psychiatry department
- 23 Medical school, other than psychiatry department
- 24 Free-standing professional school for health services other than medical (e.g., psychology, nursing, dentistry, psychiatry, etc.)
- 25 Elementary or secondary school
- 26 School system district office
- 29 Other educational setting (e.g., vocational, adult or special education)

Human Service Settings
- 31 Public general hospital
- 32 Private general hospital
- 33 Public mental or psychiatric hospital
- 34 Private mental or psychiatric hospital
- 35 VA Hospital
- 41 Individual private practice
- 42 Group psychological practice
- 43 Medical/psychological group practice
- 44 Outpatient clinic
- 45 Community mental health center or clinic (CMHC)
- 46 Health Maintenance Organization (HMO)
- 47 Counseling and guidance center (not school or college)
- 48 Special health services retardation, aging, or handicapped
- 49 Other human service setting

Other Employment Settings
- 51 Self-employed (other than private practice)
- 52 Consulting firm
- 53 Private research organization or laboratory
- 54 Government research organization or laboratory
- 55 Business or industry (excluding consulting firm or research organization)
- 61 Criminal justice system
- 62 Military service (other than above settings)
- 63 Federal government agency (other than above settings)
- 64 State government agency (other than above settings)
- 65 Local government agency (other than above settings)
- 66 Other non-profit organization
- 69 Other non-educational or non-service setting not listed above

7. **Type of position.** Please select the category that best describes the type of position you hold in your primary employment setting (as indicated in Question 6). You may be involved in several different types of work activities; however, your employment position can usually be described by **one** of the following categories.

   Faculty Position. Includes teaching and/or research activities appropriate to your academic setting. If you are primarily employed in a faculty position (including being chair of a department), please indicate your academic rank.

   Educational Administration. Includes college or university administrative positions (such as president, provost, dean, etc.) although you may also have a faculty appointment. Does not include department chair. Also includes superintendent of school district or other administrative position related to education.

   Research. Includes basic or applied research in any field. Includes non-faculty research positions, work in laboratory or research institute in government or private setting.

   Administration of Research. Includes the management or administration of a research organization or program. Although you may be directly involved in research design, data collection and so forth, your primary responsibility is the administration of research activities, including the supervision of research personnel.

   Direct Human Services. Includes direct clinical services, counseling or guidance, school psychological services, consultation, assessment.

   Administration of Human Services. Includes the management or administration of a program of human services. Although you may be directly involved in the delivery of human services, your primary responsibility is the administration of human service activities, including the supervision of human service personnel.

   Other Applied Psychology. Includes the practice of industrial/organizational psychology, personnel selection or assessment, systems or equipment design; organizational consultation, analysis or training.

   Administration of Applied Psychology. Includes the management or administration of an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology. Although you may be directly involved in applied psychology activities, your primary responsiblity is the administration of the program, including the supervision of personnel.

   Other Administrative Position. Includes management or administration in a business, government setting, or non-profit organization that **cannot** be described as the **direct** administration of educational, research, human service or applied psychology activities. Often this type of position is related to psychology such as the administration of a government program to fund psychological research. Includes policy or program development or review, personnel administration, budgeting.

   Other Type of Position. Includes any type of position that cannot be reasonably assigned to the above categories (e.g., sales, publishing, secondary school teacher).

8-9. **Full-time Salary (9-10 month or 11-12 month).** Please indicate in thousands of dollars the amount of salary from your full-time position (e.g., $27,000 = 27). Write the salary in the boxes and mark the matching circle below each box. Please be sure to indicate if your salary is 9-10 month (academic year basis) or 11-12 month.

10. **Source of Salary.** Some individuals (particularly those who are self-employed or in private practice) are engaged in fee-for-service activities. If the **primary** source of your salary is fee-for-service (e.g., direct reimbursement, third-party payments, consultation contracts, etc.), please answer "Yes" to this question.

PLEASE READ INSTRUCTIONS ON REVERSE SIDE BEFORE COMPLETING THIS QUESTIONNAIRE
PLEASE BE SURE TO USE A SOFT, BLACK LEAD PENCIL

1. **Present Employment.** Do you currently have a salaried employment position in which you are employed at least 35 hours per week (i.e., full-time)?

◯ Yes (Answer Questions 2-10) ◯ No (Please stop here and return this questionnaire)

---

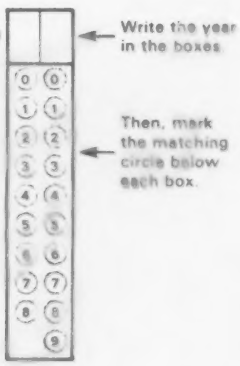
2. **Current Major Field.** Please indicate your major field or professional identification. (Mark one only)

◯ Clinical
◯ Cognitive
◯ Community
◯ Comparative
◯ Counseling
◯ Developmental
◯ Educational
◯ Engineering
◯ Experimental
◯ General
◯ Industrial/organizational
◯ Personality
◯ Physiological
◯ Psycholinguistics
◯ Psychometrics
◯ Psychopharmacology
◯ Quantitative
◯ School
◯ Social
◯ Systems/History/Methods
◯ Other, in psychology
◯ Other, not in psychology

3. **Highest Degree.** (Mark one only)

◯ Doctorate (PhD, EdD, PsyD)
◯ Master's (MA, MS, MEd)
◯ Other degree

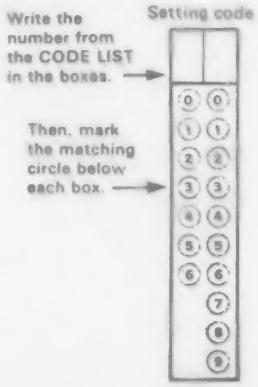
4. **Year of highest degree.** Indicate in boxes the year you earned your highest degree. (e.g., 1968 = 68)



5. **Total Years Work Experience.** (Mark one only) (See instructions on reverse side)

◯ 0, 1 year
◯ 2-4 years
◯ 5-9 years
◯ 10-14 years
◯ 15-19 years
◯ 20-24 years
◯ 25-29 years
◯ 30 years or more

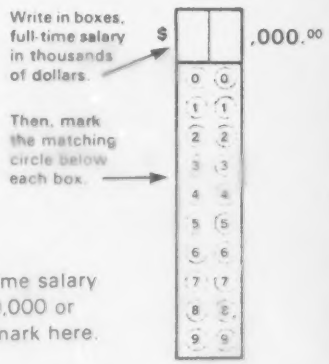
6. **Employment Setting.** Using the CODE LIST on the reverse side, indicate in the boxes the code number for your employment setting.



7. **Type of Position.** (Mark one only) (See instructions for complete description)

Faculty Position
◯ Full Professor
◯ Associate Professor
◯ Assistant Professor
◯ Lecturer or Instructor
◯ Other Faculty Position
◯ Educational Administration
◯ Research
◯ Administration of Research
◯ Direct Human Services
◯ Administration of Human Services
◯ Other Applied Psychology
◯ Administration of Applied Psychology
◯ Other Administrative Position
◯ Other Type of Position

8. **Full-time Salary (9-10 month or 11-12 month).** Indicate in thousands of dollars the amount of salary from your full-time primary position (e.g., 27,000 = 27).



◯ If full-time salary is $100,000 or more, mark here.

9. **Indicate the period for this salary.** (Mark one only)

◯ 9-10 months ◯ 11-12 months

10. **Source of Salary.** Is the primary source of your salary fee-for-service (e.g., direct reimbursement, third-party payment, consultation contracts, etc.)?

◯ Yes ◯ No

Thank you very much for your cooperation. Return this completed form in the enclosed postage-paid envelope to:

1981 APA Salary Survey
4555 West 77th Street
Minneapolis, Minnesota 55435

FOR INTRAN USE ONLY

Return before April 30, 1981